Satisfaction of Employees of Moscow Region Organizations by Implementation of Youth Personnel Policy

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ABSTRACT

The article considers the problem of increasing the satisfaction of employees of organizations of the Moscow region by the implementation of the youth cadre policy. An analysis of the nature of the impact of external and internal factors on the formation and development of youth personnel policy was considered through the satisfaction of employees of organizations in the Moscow region. As the indicators of satisfaction, the activities of the organization's leadership on the improvement of the youth cadre policy in the management system were chosen; Improvement of methods for implementing the youth cadre policy; Staff development, professional development of specialists; Improvement of corporate youth programs, etc. The methodological base of the research was made by such empirical methods as observation, questioning using questionnaires placed on the Google Forms online service, comparison. The analysis, the method of mathematical statistics and the SPSS Statistics software package were also used in a complex manner. 23. The study found that only 1% of respondents fully satisfied with the youth personnel policy. Dissatisfaction among respondents is mostly caused by the methods of implementing the youth personnel policy (29.3%), staff development, professional development of specialists (29 %%), improvement of corporate youth programs (24.1%) and material and technical base of the organization (29%). Prevents significant changes in the position of the employees themselves organizations. Only 2.5% actively oppose the leadership, participating in activities to uphold their rights to implement the youth policy. In these conditions, it is necessary to strengthen social control over the activities of management.

Keywords: satisfaction, leadership, youth staff policy, youth, protest actions.

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INTRODUCTION

Competent youth personnel policy in the organization is one of the tools to increase the activity and effectiveness of youth, increase labor productivity, increase production of goods and services. Its effectiveness depends on many external and internal factors. Among the main of them is the global economic crisis. In the context of the global crisis, the management process becomes more complex and the problems of uneven distribution of wealth, regional differentiation, discrimination of various strata of the population, especially youth in the labor market, are aggravated [1,2].

In such conditions, a flexible, efficient personnel policy is one of the most significant factors of the socio-economic development of the state and its territories, overcoming alienation in the interactions of power and the population [3].

The international labor migration of young people, which is developing rapidly under the conditions of deepening economic integration, is not only a factor of increasing competition in local labor markets, but also an urgent demand and the principle of modernization of the national youth personnel policy, which in the era of the internationalization of labor markets should be based on the principles of forming a globally competitive class Young workers and reasonable support of the national labor market [4].

The most important issue in the development of states, the governance system in developing countries, transitional economies is the struggle for talent, especially among young people [5]. Recently, the attention of scientists has been attracting the development of emotional intelligence and emotional competence of talented, young employees and their impact on the performance of organizations [6]. In the current situation it is important to develop social infrastructure [7], create favorable conditions for labor activity, education, youth development [8].

The constraining factor of the development of the hotel business is the hotel management policy, HR management. It creates obstacles to the development and implementation of innovations, which are often created by young and talented employees who are the generators of new ideas and technologies [9]. This approach among young people causes dissatisfaction with work, development prospects, self-realization. To overcome it, Kazakhstan scientists proposed to apply a systematic approach to attracting and developing young miners and railway workers. The identification of the most gifted and goal-oriented candidates, according to their plan, is still at school and a model of continuous training of employees during their entire work activity is being built [10].

In Lebanon hospitals, HR managers point to the importance of professionalism, a high degree of responsibility among healthcare professionals. At the same time, emphasis is placed on the degree of development of competences, the age of employees is taken into account [11]. British researchers concluded that the skillful work of HR managers in team building in teams of medical institutions, including young professionals, allows moving to a higher level of providing services to the population, improving treatment [12].

A special place is occupied with attracting and developing specialists in the educational sphere. Scientists in the Netherlands managed to establish that the existing

government approaches and the policy of HR managers do not have a significant impact on the professional development of teachers, including among young people at the beginning of their work [13]. In some states, there is a problem of corruption in the educational sphere [14]. This affects the satisfaction of young professionals and requires the strengthening of social control.

Some scholars point to the need to train staff from the first day of work in organizing and further creating a system of continuous development within the organization [15]. Such personnel policy increases the loyalty of young professionals, satisfaction with work.

To a certain extent, the youth policy of organizations is influenced by the media and social networks, for example Facebook, forming a public consciousness [16, 17].

The Australian scientific community discusses the issues of improving informal social control in areas with a high level of social ties, increased tension among young people [18]. Some authors pay attention to gender aspects in obtaining the education, and as a result, the competitiveness of young people in the labor market [19, 20, 21].

A number of authors are sure that in order to improve the socio-psychological climate and the situation of young people, it is necessary to strengthen social control as a factor in preventing sexual crimes [22, 23]. It is important in the fight against drug addiction [24].

The actions of these factors are both positive and negative, which leads to dissatisfaction of the management staff, youth personnel policy. To determine the degree of satisfaction of the employees of the organizations of the Moscow region, a sociological study was carried out with the implementation of the youth cadre policy.

GENERATION OF THE DATA

The survey of the satisfaction of the employees of the organizations of the Moscow region with the implementation of the youth cadre policy was carried out using empirical methods such as observation, questioning using questionnaires placed on the Google Forms online service, comparison. Obtained data empirically, as a result of statistical processing of documents, the secondary data of statistical studies of other authors were studied, summarized and subjected to analysis. SPSS Statistics 23 was also used to identify existing dependencies.

The research involved employees of Russian organizations in the Moscow region (Moscow and Moscow region, Russian Federation). A multistage sample was taken from the general population of 19.7 million people. The sample size was 365 people. Cluster sampling of organizations in the Moscow region was of a two-stage, random character. The quota marks of respondents were: sex, age, income level. As a result, the sample set was 365 people with the assumption of 4.76% sampling error with a confidence probability of 95%.

The respondents received a special briefing on the correct filling in the Google Forms online form. In the course of the study, the quality of the survey was monitored.

The characteristics of respondents who participated in the online survey were as follows: the average age was 34.7; More than half of women (86%); The average wage was in the range of 39,000 rubles.

Satisfaction of the employees of the organizations of the Moscow region with the implementation of the youth personnel policy was assessed by such indicators as the activity of the organization's leadership in the improvement of the youth cadre policy in the management system; Improvement of methods for implementing the youth cadre policy; Staff development, professional development of specialists; Improvement of corporate youth programs; Material and technical base of the organization; working conditions.
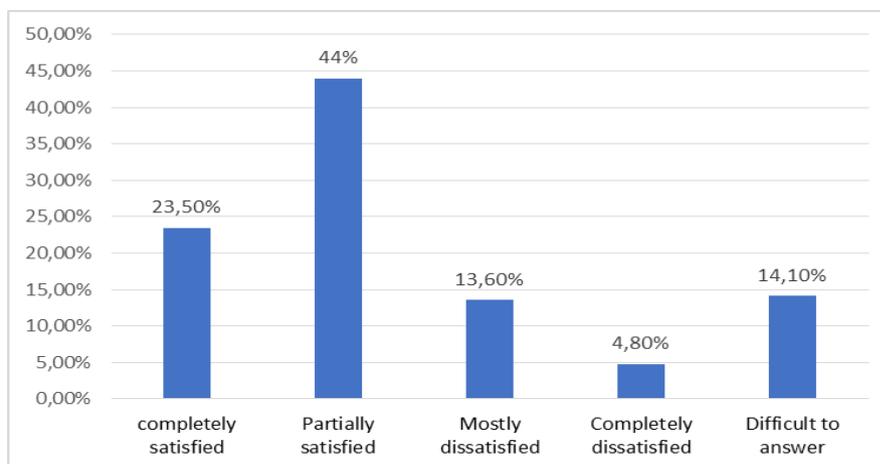
RESULTS

In the course of the study, it was possible to establish that 29.3% of respondents were not satisfied with the improvement of methods of implementing the youth personnel policy; Improvement of corporate youth programs - 24.1%; Staff development, professional development of specialists - 29%; Working conditions - 23.6%; Material and technical base of the organization 29% of respondents. In this case, about 1% of respondents are satisfied with everything (**Figure 1**).
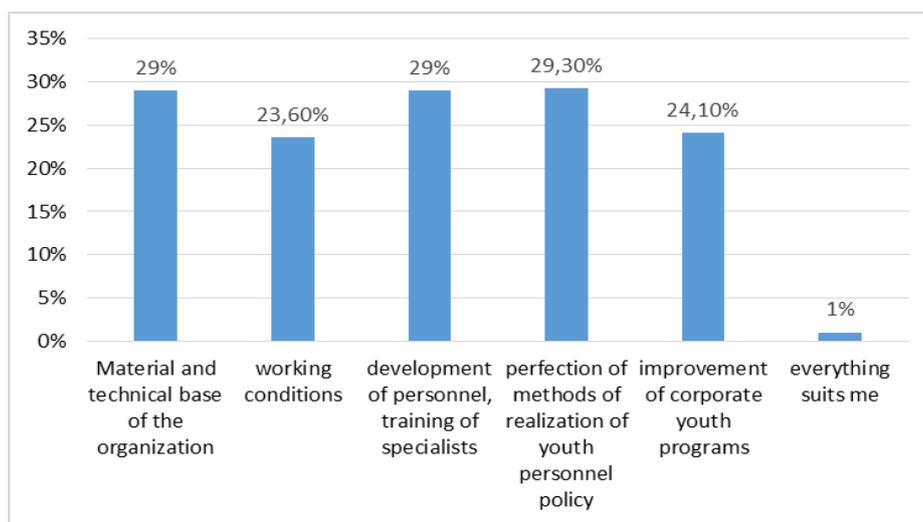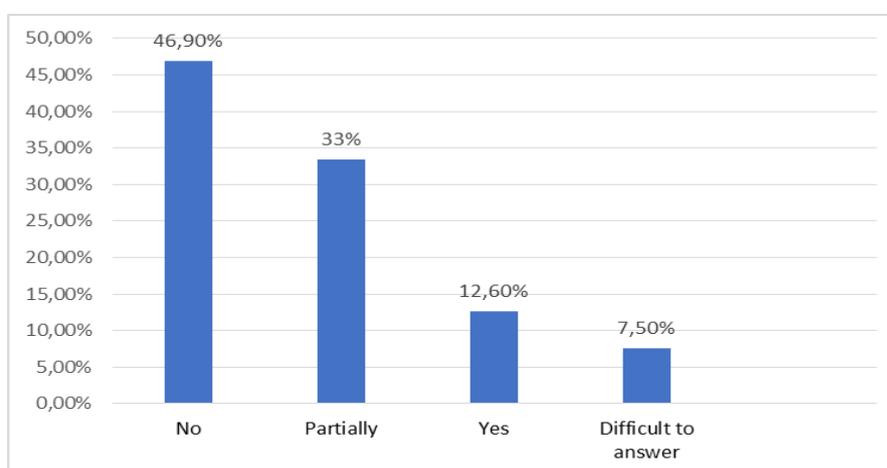

Figure 1. The results of a survey of respondents on the question "What does not satisfy you in the policy of the organization" (in % of the number of respondents)

The activities of the organization's management for the improvement of the youth cadre policy in the management system are fully satisfied with 23.5%, in part - 44% of respondents. Partly or partially dissatisfied with 4.8% and 13.6%, respectively. It was difficult to answer 14.1%, which is almost three times more than negatively evaluated the youth staff policy (**Figure 2**).
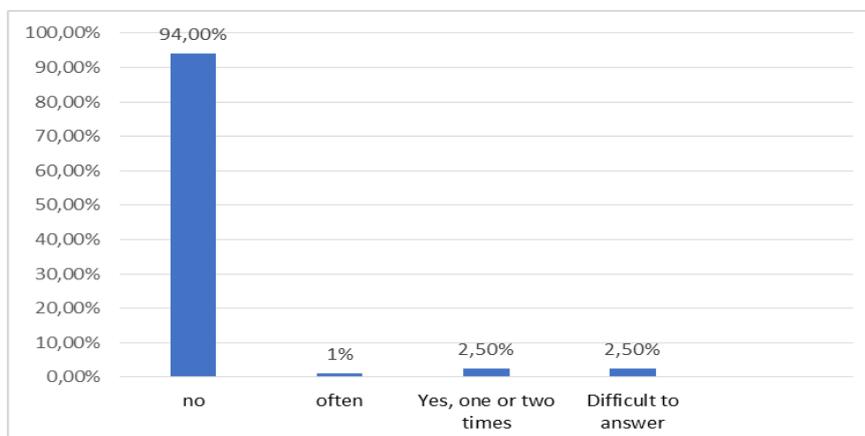
Figure 2. The results of a survey of respondents on the question "Are you satisfied with the activities of the leadership of the organization to improve the youth cadre policy" (in % of the number of respondents)

Employees of organizations in which the survey was conducted, have little involvement in governance (**Figure 3**). Activity shows only 12.6%. Sometimes management involved in the management of 33% and did not participate almost half of the respondents (46.9%).

Figure 3. The results of a survey of respondents on the question "Have you ever implemented in practice your right to participate in the management of the organization" (in % of the number of respondents)

Analysis of the data in **Figure 4** shows that the overwhelming majority of respondents (94%) did not participate in rallies, strikes and other protest actions to defend their rights for the implementation of youth personnel policy. Only 1% of respondents are actively fighting for their rights, defending the interests of young people, young professionals.

Figure 4. The results of a survey of respondents on the question "Have you ever participated in rallies, strikes and other protest actions to uphold your rights to implement the youth cadre policy" (in% of the number of respondents)

In general, the data obtained in the course of the study make it possible to assess the nature of the influence of factors on the satisfaction of employees of organizations in the Moscow region.

DISCUSSION

The results of the study show that the youth personnel policy in the organizations of the Moscow region, in the opinion of the respondents, has not yet occupied a worthy place in the management system. There are several reasons for this: imperfect management and HR management, insufficiently active position of employees of organizations, especially young people.

The management of the organization, specialists in the field of personnel management, pay insufficient attention to youth and young professionals. This is not satisfactory for almost a fifth of respondents, and 44% of respondents are only partially satisfied with the youth personnel policy. This state of affairs worsens the conditions for realizing the potential of young employees in performing their labor functions, identifying and developing talents. With this conclusion, the respondents correlate with the assessment of the development of personnel, the upgrading of skills in the organizations of the Moscow region. Almost a third of respondents negatively reacted to this indicator. Also, shortcomings in the work of the leadership in the development of corporate youth programs, creation of favorable working conditions and material and technical base of the organization were noted. In general, all these shortcomings are manifested in the course of applying outdated and imperfect methods of translating youth policy into practice.

It should be noted that the basis for maintaining a certain inattention from management and HR management to the affairs of young employees is the passivity of the youth itself. The overwhelming majority of respondents (94%) did not make any efforts to protect their rights. Active forms of protest (rallies, strikes and other protest actions to defend their rights to implement youth policy) were not claimed by employees of

organizations. The lack of opposition on the part of employees asserts the leadership of organizations that the personnel policy does not require improvement.

CONCLUSION

In modern conditions, when certain problems have emerged in the world economy, it is important to identify risk factors in a timely manner, to seek additional resources to improve competitiveness, survival in the difficult conditions of the economic crisis. The basic element of development is the employees of organizations that have talents, creative approach, high dynamics of development. First of all, this is inherent in youth. The future of almost all organizations depends on how the youth cadre policy is built. In this regard, it is necessary to constantly monitor the management of the organization, youth personnel policy. One of the main indicators of quality is the satisfaction of young employees with youth policy.

In the course of the study of the organizations of the Moscow region, it was possible to establish that the employees are not entirely satisfied with the youth cadre policy. The main censures are caused by the methods of implementing the youth personnel policy, personnel development, professional development of specialists, improvement of corporate youth programs and the material and technical base of the organization. At the same time, it should be noted that the employees themselves do not take active steps to improve the situation, hoping for guidance. These studies lead to the conclusion that it is necessary to strengthen social control over the activities of the leadership, first of all, to improve the youth cadre policy. Its effectiveness will depend on the activity of young people in the struggle for their rights, including various forms of protest actions.

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