

Human Resource Management and Specific Features in Ukraine



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In today's market economy among issues related to ensuring proper and effective development of companies and organizations, a major problem is personnel management.

The best result will achieve those companies which make a major bet on human resources and management. So it is necessary to reform the training and development of employees in the company. These changes should be based on existing domestic and international development of human resources.



With a population of almost 43 million, Ukraine is one of the largest consumer markets in Central and Eastern Europe. The country's considerable industrial base, highly educated and inexpensive labor force, strategic geographical location promise substantial business opportunities.

From a cultural point of view, Ukrainian managers tend to be strong individualists; this means they aren't always natural team players. Efforts to promote Western style teambuilding may work well during trainings; however, they often may not suit the realities of local culture and do not translate easily into daily practice. At the same time, Ukrainian executives are often very hungry to learn, and they are often tenacious about carrying out tasks the right way.





Most Ukrainian managers developed their skills while the business environment was transforming itself: in order to survive they had to be very flexible, able to adapt rapidly to frequently changing situations, be tenacious, able to take risks. Many managers do have these skills.

Management salaries in Ukraine are lower than in most other countries in the Region. Places like Moscow and Warsaw show far higher compensation levels than Kiev. Salaries for senior management are however rising rapidly due to the increased interest in Ukraine.

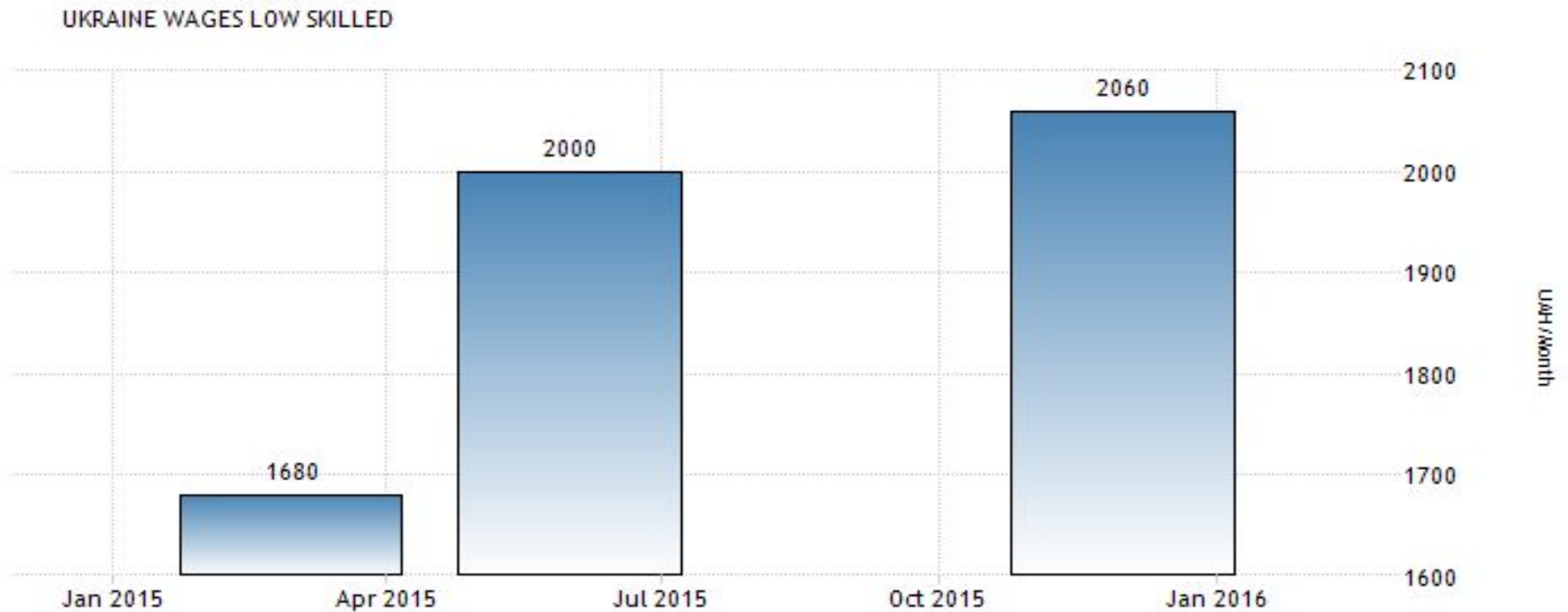


Wages in Ukraine is reported by the State Statistics Service of Ukraine.

UKRAINE AVERAGE MONTHLY WAGES



Low Skilled Wages in Ukraine increased to 2060 UAH/Month in the fourth quarter of 2015 from 2000 UAH/Month in the second quarter of 2015.



**“If you have any questions
about your benefits or vacation,
please talk to our office HR
management“**



Job Description

- A job description list the tasks, responsibilities, and qualifications of a job.



Headhunt

Instead of hiring people who apply may headhunt them from other organizations.

A headhunter's job is to find qualified employees to fill specific positions.



Learning & Development



Is the field of HR concerned with improving the work & performance of employees.

This involves educational and training programs.

Benefits



Compensation given to employees in addition to salary or wages.

Benefits may include vacation time, insurance plans & pensions plan.

Incentives



Incentives are usually tied to specific performance goals, such as meeting a sales target.

Incentives may include financial bonuses, company funded trips or conferences.



On-The-Job Training

Training that happened during the regular course of work is on-the-job training.

Employees learn by working with the tools and processes normally used in the job.



Tell me, I listen
Show me, I see
Involve me,
I understand



COACHING



Companies may coach select employees by giving one-on-one help to improve skills or performance. A coach can provide very personalized training and development.



Leadership Development

Leadership development programs aim to develop key leadership skills in select employees.





There are several areas of needs in the general culture of management in Ukraine. Many Ukrainian managers are often surprised to hear that communication is a problem. Finally, addressing delegation issues, local managers often do not properly differentiate between responsibility and accountability.



To summaries, managers who are responsible for Ukraine should be careful and sensitive. One should be proactive and ask local colleagues about cultural issues before taking irreversible actions.



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