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CRISIS SITUATIONS AND EFFECTIVE HUMAN RESOURCE MANAGEMENT – FROM VISIONS TO SUSTAINABLE SOLUTIONS

Resume

In recent years, human resource management and organizational development have gone through pivotal and turbulent changes. Undoubtedly, from the reactions and decisions of the respective leaders, these processes took place in one way or another. But it was clear to everyone – management is changing.

The key aspects in human resource management today are the purposeful linking of objectives and metrics to measure results, increased accountability by achieving individual acceptance, prompt and persuasive action for a balanced approach to tasks and people. The crisis aspect of the prolonged and unpredictable pandemic, the technologically oriented and globalized society and business, the hybridity of changes are a strong factor of impact on management processes. And on the other hand, by itself, every crisis brings high levels of stress and anxiety, reduced motivation and staff turnover.

In such a context, the ability of the organization to adapt to changes, to manage the crisis situation as a component of the change and to successfully communicate each stage of the organizational processes is of critical importance.

The presentation focuses on finding the relationship between scientific research and achievements and their application and adaptability in human resource management, as well as on some significant trends for changes in the paradigms of these processes. A focus is placed on the practical dimensions of leadership research and examples and practices with broad applicability in contemporary organizations are presented. A leading emphasis of the presentation is the thesis that the successful relationship between scientific research and their practical approbation and a universal solution in search of sustainable development in modern organizations in all its dimensions, and this approach on the other hand guarantees sustainability in policies at the local and national level.

Human resources management – new paradigms, realities and opportunities

Employees’ bargaining power decreases as supply of labour increases and so many employees are working longer hours for fear of being made redundant. The current economic crisis has put immense pressures on organisations to rethink their priorities and to cut costs and let go of many employees. Employees found their

jobs, and in some cases, their livelihoods in danger almost overnight. Thus, it is becoming increasingly blurred when work begins and where it ends. Unpredictable employee markets, tighter budgets, a demotivated and dissatisfied workforce put strains on effective delivery of HRM.

However, attracting and selecting the best candidates is neither an easy nor a cheap task. Recruitment and selection is a process where there are no one size fits all method and the process is subject to bias.

Once the decision is made on a candidate then the organisation is responsible for the candidate's fit within the organisational culture. A diverse workforce is an advantage for an organisation's competitiveness because employees from different backgrounds improve innovation, creativity and knowledge generation. However, careful HR planning and recruitment and selection processes are necessary to ensure the well-being of a new employee.

Will he/she be able to blend in? Will he/she feel accepted? Will existing members of staff accept the new comer?

MAJOR CHANGES COMING: Gig Economy; Virtual Collaboration; Job Automation; Big Data; Green HRM.

The impact of globalization has changed the nature of work and employment through digitalization. Globalization represents a breakthrough with the introduction of new knowledge, cutting cross countries boundaries and increasing digitalized advancement. Technological advancement has improved the nature of work and the conditions of how this work are being carried out.

With ICT, organizations have increased their efficiency and productivity. One major way of work advancement is the adoption of virtual team which uses ICT tools to collaborate and share knowledge on a 24-hour basis.

Along with the benefits of digitalization, there poses some challenges such as information workload, job loss and several other issues. Thus, it is pertinent that managers develop skills and attitudes to face these changes, and also supports the employees during this change period.

We will end with the words of Yuval Noah Harari: "In a world flooded with unnecessary information, clarity is power. In theory, anyone can get involved in the debate about the future of humanity, but having a clear vision is very difficult. Often we do not even realize that there is a debate or what the main issues are. Billions of us can hardly afford to dive deeper because we have more urgent things to do, to take care of our children or our elderly parents. Unfortunately, history does not make concessions. If the decision for the future of humanity is made in your absence, because you are too busy ensuring your children are fed and clothed – both you and they will be affected by the consequences “.

And as if in confirmation of Harari's words we would add – every day, every hour, every decision, it is necessary to go through the «brush» of precision and adaptability to the highest standards in the respective fields. For one reason only – to touch the «soul» of the organization in our desire for a sustainable and developing society!

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**ДЕЯКІ ЗАУВАЖЕННЯ ДО ЗАКОНОПРОЕКТУ
№ 8302 ЩОДО ПОРЯДКУ ФОРМУВАННЯ
ДОРАДЧОЇ ГРУПИ ЕКСПЕРТІВ**

В умовах російсько-української війни не втрачають актуальності питання розбудови в Україні сучасної демократичної, правової держави та забезпечення її європейської інтеграції. Однією з важливих передумов євроінтеграції України є комплексна реформа Конституційного Суду України, у тому числі й оновлення засад і порядку формування його персонального складу. З огляду на це слід відзначити загалом із позитивного боку ухвалення Закону України від 13.12.2022 р. № 2846-IX [1], який удосконалив порядок відбору кандидатур на посаду судді Конституційного Суду України на конкурсних засадах. Разом із тим, оперативне видання 17.12.2022 р. Венеційською комісією оновленого Висновку [2] щодо даного Закону України зумовило появу вже нового законопроекту від 23.12.2022 р. реєстр. № 8302 [3], спрямованого на внесення змін до порядку формування Дорадчої групи експертів. З огляду на це в контексті удосконалення порядку відбору та призначення суддів Конституційного Суду України нами й вбачаються актуальними питання переваг і недоліків даного законопроекту.

Передусім, слід в цілому підтримати запропоноване законопроектом від 23.12.2022 р. реєстр. № 8302 збільшення кількісного складу Дорадчої групи експертів із шести до семи членів, що дозволить знизити вплив на роботу Дорадчої групи експертів трьох її членів, призначених представниками держави (Президентом України, Верховною Радою України та з'їздом суддів України). У такому разі інші чотири члени Дорадчої групи