

## Planning of regional personnel policy in the modern economic paradigm

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### Abstract

At present, the methods of planning and forecasting acquire special urgency in the conditions of spontaneous market crises. The SPECIAL practical usefulness of the planning institute is manifested in the personnel policy of the region. In this regard, the purpose of the article is to study the features of planning mechanisms of the personnel reserve of Russian regions and to develop recommendations for their improvement. The authors come to an understanding of the need for state planning of personnel policy within the framework of the market mechanism of economy. The study methodology is based on the principles, approaches and methods of scientific knowledge. The authors have relied on the idea of dialectical development, which is the basis for such principles of historical research as historicism, objectivity and systemic nature. The main goal of the study given is the search for effective methods and tools for planning the personnel supply of the region in the conditions of a modern market economy. As a study result, we revealed the modern problems of the regional personnel policy. The authors developed recommendations on increasing the effectiveness of regional personnel policy, taking into account the interests of private companies, government organizations and the public. Another important aspect of the study given is the planning of regional demand for personnel in relation to the tasks of innovative development of the real sector of the region's economy. Personnel planning should be adequate to the demands of the labor market, both at the current time and in the future. Accordingly, it is necessary to predict the emergence of new labor occupations and vacancies associated with the emergence of new technologies and innovative products.

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### Keywords

Personnel policy, Personnel policy mechanisms, Personnel reserve, Planning

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