

показателю состояния за оставшиеся $m - 1$ переходов, где m — переходы от одного состояния к другому. Результаты расчетов занесены в таблицу.

Полный ожидаемый показатель устойчивости регионального потребительского рынка

Показатель устойчивости (ПУ) регионального потребительского рынка	Переходы (m)		
	0	1	2
$ПУ_1(3)$	0	1,1	2,0705
$ПУ_2(3)$	0	0,85	1,8205
$ПУ_3(3)$	0	0,7	1,6705

По результатам проведенных расчетов можно сделать следующие выводы: на первом переходе региональный потребительский рынок может достичь высокого показателя устойчивости 1,1, среднего 0,85, низкого 0,7. Соответственно, при совершенствовании взаимодействия факторов, формирующих исследуемый потребительский рынок, можно его совершенствовать.

Модели эволюции потребительского рынка региона во времени на основе управляемых цепей Маркова создают необходимую базу в более обоснованной траектории движения, анализе устойчивости, выборе стратегии.

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IMPACT OF ICT ON HUMAN RESOURCE MANAGEMENT

ICT has a major impact on the human resource management and their ways of working. Technological advancements have a huge impact on the HR and it provides the organization an opportunity to enhance the productivity and optimize the HR operations. Information technology innovation brings different upgrades to a business such as lessen administrative costs, incremental profitability, improved leadership procedures and management of the customers. The business utilizes a wide range of innovation in HR practices across the board for hiring and choosing candidates for the interview, workforce management, data storage related to the employees and analysing the same. Distinctive kind of programming and hardware bundles are additionally available for the HR department to manage the employee life cycle information and companies utilize these bundles as per their prerequisites. Today different associations utilize the web for getting worker's application and for enrolling new representatives in association. The main function of Information Technology in Human Resources data framework is that HR data framework (HRIS) is an incorporated framework obtaining and putting away information to make examination, settle on choices in the field of HR. Innovation makes the human asset work basic and simpler. HR chief presently stores and recover the organizations documents in an electronic arrangement. HRIS gives data about representative's information, work qualities, business application necessity, determination and staffing, the method of work, proficient and singular improvement, corporate structure, instructive costs, execution evaluation, sorting out, individual arranging and so on. These IT enabled applications help the HR department to Easily access information about their team directly from the dashboard in the office or on the go from the mobile phone. It also helps in sharing and viewing public employee information such as contact information, areas of expertise, and social media profiles to encourage collaboration with other employees. Workforce prediction is another big advantage that HR department has been able to achieve through the ICT. HR can predict

performance and attrition of individuals and teams by using current and historical indicators. By using in-context analytics designed for business users (not data scientists) it can generate new insights about their workforce and plan the strategy accordingly across different KPIs. It also provides the ability to adjust hundreds of prebuilt attributes that make it easy to create new and existing predictive models and plans. Reporting is another remarkable feature of ICT that has helped HR to further be on the edge of everything and drive the show. It is helping the HR department to visualize headcount and turnover trends, such as voluntary, new-hire, and high-performer turnover with the help of which they can further plan the hiring as per the skill needs of the business. The trend analysis can also help the HR to identify at which particular stage of employee life cycle the employee feels like quitting the organization and hence by assisting and engaging with the employees at right times the churn ratio can be reduced and this is all due to the usage of ICT. There are many mundane jobs that HR needs to perform that takes up their majority of the time and hence less time is spent on the productive work areas. With the help of automation and use of machine learning algorithms time taken to screen the resumes and find out the right candidate as per the job description helps the HR to focus on areas where there is a need of manual intervention and thus letting the HR focus on areas of attention. Thus this helps in real time monitoring of the performance of the employees and real time feedback to them in order to improve their performance.

Thus it can be said that ICT helps the HR to perform multiple functions such as e-profiling of employees, e-recruitment, e-selection, e-learning, e-training, e-performance management system, e-compensation and many such day to day activities of human resources. Thus, by applying the right technology at the right place organizations can ensure that HR is able to invest their time more productively such as strategic planning to further plan well from the resource point of view.

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ТИПОЛОГИЗАЦИЯ ВНУТРЕННИХ РЕГИОНОВ РОССИИ С УЧЕТОМ ФАКТОРА СРЕДИННОСТИ

В Российской Федерации территориально выделяются 89 регионов, каждый из которых уникален по своему устройству, территориальному размещению, социально-экономическому развитию и многим другим факторам. Рассмотрим существующие типологизации регионов.

Типологизация регионов — это выделение и группировка региональных образований по определенным признакам.

Более предпочтительной является типологизация, проведенная по методу сложных группировок, когда во внимание берется не один признак, а совокупность присущих региону признаков. Типологизация регионов включает в себя следующие этапы: выбор сетки регионов, отбор показателей, выбор инструментов региональной политики, выделение полюсов роста, определение количества регионов, которым будет оказываться помощь.

После проведения типологизации регионов проводится статистическое исследование с учетом социально-экономических показателей. Выделяются межрегиональные взаимосвязи, территориальное расположение региона, учитывается транспортная развязка, отраслевая структура и др.

Мировая практика по классификации регионов относит регионы в семь групп: депрессивные регионы, стагнационные регионы, пионерные регионы, микрорегионы, эко-