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APPLICATION OF PROJECT METHODS IN THE FIELD OF HUMAN RESOURCES MANAGEMENT

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The constant development of society and the economic environment, in which organizations exist, predetermine the inevitability and need for improvement of business processes implementation. The relevance of changing the approach to the conventional, traditional procedures execution is due to a number of external factors (economic crisis caused by a complex of factors, which can include the epidemiological situation in the world) and internal factors (the need to maintain income and productivity during the pandemic).

The problem of the study is the complexity of the project methods application in the field of human resources management. In addition, this approach assumes all business processes to be considered as projects performed cyclically.

The object of the study is to examine human resources management business processes. The subject of the research is the possibility of the Agile application in the process of business processes realization in the field of personnel management.

The purpose of this work is to analyze the theory and practice associated with the use of project methods, in general, and in the field of human resources management, in particular.

We carried out a content analysis of the term «project method», analyzed the most popular and widely used methods: SCRUM, Lean, XP, KANBAN, AUP. In the process of analyzing the techniques, their main advantages and disadvantages, the conditions for successful application were highlighted. We also analyzed the areas in which Agile is frequently used.

After studying the theoretical foundations of Agile methods, we analyzed the scope and success of using such techniques in the human resources management field, identified business processes in which their use is possible and necessary. Examples of companies, which successfully use Agile not only in the IT-field, are given.

In conclusion, due to constantly changing environment sometimes it is worth looking at business processes from the other side. You should take into consideration new, non-traditional methods that will help to adapt to external changes. Examples of companies that have chosen this approach prove the possibility of a successful implementation. There is no doubt that there are some organizations in which the agile methods use is impossible. In such case, they should choose reforming of their work in other ways.