

Grigorovskaya Lyubov, the Institute of Reflective Investigation and Specialization, Kiev, Ukraine

The reflective technology of personnel selection

Under the conditions of the globalization of the economy co-ordination between employee's and employer's professional positions become (besides professionalism in the usage of traditional methods of evaluation) a necessary condition of the personnel selection effectiveness. This circumstance attaches importance to a role of professional mediator and consulting become a necessary element of personnel selection system.

In the report the technology for decision of above mentioned complex tasks are represented. Its procedure provides realization diagnostic, consulting and training functions in the indivisible time-space context. The technology was developed under the M. Naidenov leadership. It was successfully used in practice. The conception of group reflection (M. Naidenov, 1989) is the theoretical base of it. Reflection as a principle of this technology which provide deep, complete and many-sided vision of a situation is realized in following features of procedure:

- It has many stages which provide consistent movement of employer and potential employee through all key possible points where problems between sides can take place;
- The procedure creates positional-role volumeness of contexts in which all participants are immersed (both employer and employees) and which with necessity create the provocation to manifestation of important personal employee's features and different stereotypes of both sides;
- such executor's (mediator's) function as problem discovering and making qualifications is realized wider then usually; its aim is to discredit participants' stereotypes and discover for them perspectives for mastering of constructive professional position in industrial relations.

Described technology includes also the procedures for keeping up and fixing previous positive transformations.