

**Features of assessing the qualifications of employees of innovative companies**

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The paper discusses issues related to the organization of the system for determining qualification requirements for the personnel of an innovative enterprise, analyzes the main reasons for the creation of specialized automated systems that perform such tasks, and forms proposals for the creation of such solutions.

The purpose of the work is to identify ways to improve the efficiency of assessing the qualifications of employees of innovative companies by creating objective methods for assessing their competencies.

One of the major features of an innovative enterprise is a constant striving for scientific and technological development, updating the technological base, and sustainable development of the qualification level of employees, which becomes the basis of the innovative organizational culture of such an enterprise [1]. At the same time, two employee evaluation systems can be distinguished from different companies.

Companies that have been on the market for a long time and have already formed a stable system of internal corporate values and employee evaluations adhere to the classical system of personnel qualification skills assessment, which assumes a narrow system of specialized assessment.

Dynamically developing innovative companies (the share of the implementation of an innovative product or service exceeds 70% of the total income [2]) for the most part are forced to form comprehensive systems of social assessment of personnel, which make it possible, in addition to the employee's competencies, to evaluate his qualities in the field of self-learning, independent generation of ideas, communicative and leadership capabilities. The presence of additional requirements for the company's personnel of innovative companies will be explained by the compactness of the company and the dynamism of its business.

In this regard, innovative enterprises in practice pay a lot of attention to the comprehensive assessment of personnel, which specifies the object of evaluation according to a complete set of criteria, which require considerable time and resource costs. As part of this approach, startups, as a rule, form a professional team of personnel evaluation specialists engaged in recruiting [3].

Such divisions not only conduct the formation of a certain personnel management system, which conducts a constant process of evaluating the qualities of employees and candidates for newly opened vacancies, but also the development of a subsequent management response to the results of this assessment. At the same time, a new managerial function is being formed – the personnel evaluation function. However, it should be noted that most of the work of such departments is a poorly automated management area [4], which leads not only to serious time delays in decision-making but also to their significant subjectivity.

In stable socio-economic conditions of the development of a large company, specialized personnel assessment is an effective technology due to the well-functioning of such a mechanism in the past and has a narrow goal aimed at improving the efficiency of each enterprise, consisting of the following components:

- determination of the professional capabilities of an employee (or a candidate for a vacancy),
- determination of the company's need for employees of a specific specialization,
- identification of the need for professional retraining of employees in response to innovative external challenges.

In the conditions of a dynamically changing external and internal environment characteristic of rapidly developing innovative enterprises, it is necessary to switch to a comprehensive system of professional and social assessment of personnel, which, on the one hand, carries out such an

assessment on an ongoing basis, constantly expanding the list of evaluated parameters, on the other hand, expanding the functional groups of this assessment necessary for attracting new specialists to the expanding innovative business of the enterprise [5].

At the same time, it seems possible to talk about the creation and development of innovative technology for evaluating an indefinite circle of people with the help of constantly changing evaluation scales.

The creation of such a mechanism for objective assessments will undoubtedly be a serious concrete advantage for innovative enterprises moving to a similar level of management of the company's personnel qualifications.

The technological capabilities of artificial intelligence systems created to date provide a wide range of opportunities for conducting a large number of objective assessments of certain parameters characterizing the competence, business, innovation, or other qualities of specialists using objective means of fixing the result obtained.

The construction of such a solution will not only solve the problem of improving the quality of the selection of highly qualified specialists in innovative projects but will also create a methodological basis for a harmonized description of corporate knowledge used in the whole range of company management processes [6], including when planning intra-corporate migrations of specialists related to the improvement of employee competencies, as well as the need to solve new research tasks.

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