DETERMINATION OF QUANTITY OF EMPLOYEES OF A COMMERCIAL BANK IN RISK CONDITIONS

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At the current time, an analysis of current management practices in the financial and banking sector of the Ukrainian economy shows that most commercial banks, as a rule, focus their main attention on improving financial management. At the same time, bank staff as an object of management remains in the background. Therefore, it is not surprising that the staff management services of the majority of Ukrainian banks have a low organizational status, are not professionally trained, and, in fact, are limited to performing accounting functions only.

Thus, it becomes an urgent task of assessing the needs of the bank staff.

Staff is a resource. The resource that needs to be managed and the optimized use of the resource allows to maximize profits. And the purpose of a commercial organization is its receipt and, accordingly, the staff is the same resource as the others, the proper management of which allows the organization to achieve its goals.

Due to the increase in the number of transactions, a commercial bank needs a certain number of new employees to cope with this increased number of operations. Consequently, it is necessary find new employees immediately in order to ensure the normal functioning of this department of the bank.

But it is always difficult to find a highly specialized specialist. These are costs associated with trying to quickly fix a problem. The services of recruitment agencies, the cost of targeted advertising in specialized publications, the allocation of staff for the implementation of selection processes, finally, the loss of profit of the bank due to the lack of the necessary number of employees to complete the work.

This paper is devoted to solve the problems of assessing the number of employees of a joint-stock bank.

To solve this problem were selected approaches based on regression analysis, neural network information processing technology, as well as fuzzy logic theory were chosen. Based on the chosen approaches, a mathematical, algorithmic, and software procedure was developed for estimating the number of employees of a joint-stock bank. And also applied packages as Statistica and Matlab were used.

Test examples have been calculated and a numerical research of the influence of a number of factors on the predicted indicators has been carried out.

The obtained results allow significantly improve the efficiency of the joint-stock bank.