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THE CRITERIA SYSTEM OF ACCORDANCE OF A YOUTH ENTERPRISE TO A STANDARD TURQUOISE ORGANIZATION

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Abstract. *On the basis of the conducted analysis, a comparison of the characteristics of the investigated enterprise in accordance with the characteristics of the stages of the turquoise organization is developed.*

The authors proposed methods of recruitment for the enterprise under study. It is proved that the use of the above methods will contribute to the achievement of the current stage of the turquoise organization and its maintenance on it.

Key words: *formal organizations, turquoise organizations, motivation, personnel selection, personnel storage.*

On the basis of the conducted analysis, a comparison of the characteristics of the investigated enterprise in accordance with the characteristics of the stages of the turquoise organization is developed. An enterprise is not an example of a red organization that focuses on a leader who takes power by force. The leader in the

firm is elected by voting. He manages, but is not a totalitarian leader who imposes his power on the force.

The amphibious organization, too, can not be called an enterprise. A striking example of such an organization is the church and army, where the rules are the basis of everything and it is impossible to

leave them. There are rules in the company, but they are informal and can easily be avoided if these rules do not allow the organization to develop.

Available signs of an orange organization. There is a hierarchy through which assignments are transmitted and controlled by their implementation. There is an opportunity for development. No one can hinder the development and training of employees if they really want it. But the internal structure of the rules is not so rigid. The reasons for not complying with the rules are analyzed and only then conclusions are made how to respond to the violation.

The enterprise has some signs of a green organization. However, typical green organizations are ideal and complex in their structure, so it is impossible to attribute the investigated enterprise to them. The attitudes within the team are an important part, but they are also controlled. Staff and leadership themselves do not forget that they work for profit.

A turquoise organization is a combination of the green and orange organization. At Enterprise 1, a combination of

both "green" characteristics and "orange" can be traced. There is a hierarchy, but not so rigid. People want to be effective, so learn and organize themselves. The firm competes with external enterprises, but not with itself. People in the organization understand their tasks and the ultimate goal, each one is doing his job, while successfully cooperating with the team.

The authors proposed methods of recruitment for the enterprise under study. It is proved that the use of the above methods will contribute to the achievement of the current stage of the turquoise organization and its maintenance on it. Some recommendations are also offered to the managers responsible for recruiting and updating the reception system through the appropriate methods: "self-initiating" applicants, staffing agency assistance, school search, employment service, internal search, open source, social networks, staffing services agencies, screening, headhunting, interview, puzzle, physiognomy, stress or shock interviews, socionics.

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