

Diagnosics of Human Capital in the Adaptive Development of Personnel in International Oil and Gas Companies.

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- **Abstract:** The paper explains that human capital is a determining factor and a prerequisite for enhancing the innovative capacity of companies and underlines that there is a need for constant monitoring of its status and diagnosing its development. The paper considers the problem of diagnosing human capital as the foundation for a training system elaboration. It explains the importance of this activity for oil and gas companies. The authors propose a complex approach for the diagnostic process of oil and gas companies' employees, taking into account their work content, increasingly difficult operating environment, as well as the impact of global oil and gas market factors, such as increased competition, integration, and informatization. It is revealed that at present, it is necessary to constantly monitor human capital and conduct diagnostics of its development at enterprises in order to improve the personnel management system, formulate scientific and practical recommendations taking into account the specifics of the content, labor organization of company personnel, in particular for international enterprises in the oil and gas industry.
- **Keywords:** human capital, gas industry, informatization.