

Выбор необходимо делать исходя из масштабов бизнеса, совместимости с уже используемыми организацией программными продуктами, а также финансовых возможностей организации [2].

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FREE ECONOMIC ZONES DEVELOPMENT

DENG Jing, stud., Aliakseyeva A., assoc. prof.

Vitebsk State Technological University, Vitebsk, Republic of Belarus

FEZ is understood as a relatively localized territory of a state (states), which is an integral part of the economic complex of a country (group of countries), where the production and distribution of a social product is ensured in order to achieve a certain specific national integrated, corporate goal using special mechanisms for regulating socio-economic relations of production and distribution capable of diffusion expansion and propagation of its boundaries. Free economic zones provide a favorable business environment by offering incentives such as tax breaks and simplified regulation, and they can be developed in a wide variety of locations, specializing in specific industries. By providing access to new markets and a testing ground for new products, FEZs can create jobs and stimulate economic growth, benefiting both businesses and host countries.

The development of free economic zones depends on several factors. Governments must create an enabling environment that provides businesses with access to modern infrastructure, a skilled workforce, tax incentives, and a stable political and regulatory environment. By paying attention to these factors, governments can create successful FEZs that stimulate economic growth and create employment opportunities [1].

Free economic zones in China are established in accordance with special laws and regulations that provide the legal basis for their establishment and operation. These zones offer foreign investors a favorable business environment, including tax incentives, simplified regulation and access to government support services. By providing access to the Chinese market and a testing ground for new products and services, FEZs in China can create jobs and stimulate economic growth, benefiting both businesses and the Chinese economy.

Although China's FEZs have been an important driving force for economic development, their development still faces a number of challenges. Regulatory uncertainty, lack of transparency, infrastructure issues, labor issues and environmental issues are all issues that need to be addressed to ensure the continued growth and success of these zones. The Chinese government will need to work with businesses and other stakeholders to create a more stable and transparent regulatory environment and address these issues to support the continued growth of FEZs in China [2].

The prospects for the development of FEZs in China are great. Expanding existing zones, focusing on innovation and technology, integrating with global markets and focusing on sustainability are all factors that are likely to drive growth and prosperity in the coming years. As China continues to modernize and reform its economy, FEZs will continue to be an important tool for promoting economic growth and attracting foreign investment [3].

Recommendations for improving the activities of China's FEZ based on international experience are simplification of administrative procedures, increasing transparency, improving infrastructure, stimulating innovation, and promoting environmental sustainability.

References

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КРІ В НR-ДЕЯТЕЛЬНОСТИ

Алексейчик Е.А., маг., Князькова В.С., к.э.н.

*Белорусский государственный университет информатики и радиоэлектроники,
г. Минск, Республика Беларусь*

Ключевые показатели эффективности (КРІ) – это показатели деятельности компании или отдельных ее подразделений, которые дают возможность организации достигать ее стратегических и тактических целей [1].

КРІ в НR-деятельности – это особые метрики, по которым руководитель может оценить, насколько эффективно выполняются задачи, поставленные перед НR-отделом и конкретными сотрудниками для достижения бизнес-целей [2].

КРІ НR-отдела напрямую коррелируются с целями бизнеса, так как это показатель эффективности одного сотрудника или отдела, а результативность отдела закладывается в стратегические задачи и развитие бизнеса (табл. 1).

Таблица 1 – Взаимосвязь целей бизнеса и НR-отдела

Цели бизнеса	Задачи НR-отдела
Рост компании	Подбор, обучение и адаптация персонала
Стабилизация в компании	Оценка производительности, системы мотивации и текучести персонала
Трансформация бизнеса	Работа с моделями компетенций и корпоративной культурой

Источник: составлено авторами.