

HR-гlossарий

<http://glossary-of-terms.ru/?do=g&v=575>

Русский	Английский
ееар	ееар Employee assistance program
ерп-система	erp 1. Effective radiated 2. Effective radiated power 3. Enterprise resource planning 4. Effective radiated power (cfr limitations) 5. Emergency response plan (isago) 6. Extracted route points (fpps/decade) 7. Enterprise resource programme 8. Short for enterprise resource planning, a business management system that integrates all facets of the business, including manufacturing, sales, marketing, finance and human resources. this is slightly different than best-of-breed hr is applications and the industry continues to debate the merits of one versus the other. with the growing popularity of web-based applications (ease of use, lower costs) erp seems to be losing out, especially in the mid-market.
есоп	esop 1. See: employee stock ownership plan 2. Employee stock ownership plan
флицом к лицу	fface-to-face Being physically present with another person
гр-анализ	ggap analysis A technique used to compare the current state with the future desired state
hipaa	hipaa 1. The health insurance portability and accountability act (hipaa) is a set of standards for the privacy and protection of all electronic health information. it includes a privacy rule and a security rule that requires healthcare organizations to increase th 2. A u.s. law that protects workers' health benefits and medical privacy
hr-бизнес-партнер	hr business partner 1. Strategic role for human resources 2. They are hr professionals who work closely with an organisation's senior leaders in order to develop an hr strategy 3. An hr business partner is a member of the human resources department who works in cooperation with business managers to improve the efficiency of business processes that affect human resources.
hr-партнер	hr partner An ally in providing hr services
pest-анализ	pest analysis Method of gathering external data for organizational analysis
гподнять	rraise Salary increase
авансом	up-front Paid or due in advance
ада	ada 1. Ammonium dihydrogen arsenate 2. Action data automation system

	<ul style="list-style-type: none"> 3. Advisory area 4. Aerojet differential analyzer 5. Air defense agency 6. Air defense alert 7. Air defense area 8. Air defense artillery 9. Angular differentiating accelerometer 10. Automatic data acquisition 11. Amplitude dependent adjustment 12. American diabetes association 13. Ада 14. Advisory area (icao) 15. Asset data architecture 16. Americans with disabilities act
активное слушание	<p>active listening</p> <ul style="list-style-type: none"> 1. Checking for understanding 2. Checking for understanding a communication method that a listener uses to interpret and evaluate information from a speaker
анализ swot	<p>swot analysis</p> <ul style="list-style-type: none"> 1. An analysis of the internal and external environmental factors performed as part of developing the organizational strategy. 2. Strategic planning method
анализ выгоды и затрат	<p>cost-benefit analysis</p> <ul style="list-style-type: none"> 1. Анализ затрат и результатов [затрат и выгод], анализ выгоды затрат 2. Затратно-выигрышный анализ; анализ соотношения «затраты-выгоды» ср. cost-effectiveness analysis (анализ экономической эффективности). 3. An assessment of the social costs and benefits of an investment project or of a public policy. 4. A process of measuring business decisions 5. The ability to measure the costs associated with a specific program, project, or benefit. the cost is then compared to the total benefit or value derived.
анализ потока процессов	<p>process-flow analysis</p> <p>Method of assessing critical business functions</p>
анализ потребностей	<p>needs analysis</p> <ul style="list-style-type: none"> 1. Анализ потребностей 2. Discovering learners` needs and wants. 3. Assessment to determine next steps 4. Assessment to determine next steps assessing the present situation to determine the steps necessary to reach a desired future goal nepotism
анализ работы	<p>job analysis</p> <p>Review of job tasks and requirements</p>
аналитика рабочей силы	<p>workforce analytics</p> <ul style="list-style-type: none"> 1. Metrics used in hr strategic planning 2. Metrics used in hr strategic planning metrics used to determine the effectiveness of hr functions, such as turnover rates, organizational culture, and succession planning
асинхронное обучение	<p>asynchronous learning</p> <ul style="list-style-type: none"> 1. An online teaching method 2. An online teaching method a teaching method where the students and teachers are online at different times ats
базовая зарплата	<p>base salary</p> <ul style="list-style-type: none"> 1. A fixed amount of money paid for work performed 2. A fixed amount of money paid for work performed compensation that does not include benefits, bonuses or commissions

баланс между работой и личной жизнью	<p>work-life balance</p> <ol style="list-style-type: none"> 1. The time allocated to the work and the personal parts of one's life 2. Refers to the level of prioritization between personal and professional activities in an individual life 3. Work-life balance refers to the relative harmony or lack of harmony between the various areas of life for a person, especially to the extent that the workplace interferes with the other areas of life. 4. The attempt to balance work and personal life in order to have a better quality of life. a person with a balanced life is an asset to his or her business, as he or she experiences greater fulfillment at work and at home.
балансовый подход	<p>balance-sheet approach</p> <p>A model for international compensation</p>
бизнес-единица	<p>business unit</p> <ol style="list-style-type: none"> 1. Самостоятельное коммерческое подразделение (компании) 2. A semi-autonomous operating unit that is created to meet strategic business objectives. 3. Бизнес-подразделение 4. Department or division 5. Department or division a specific area of an organization, such as marketing, accounting, or production buy-in
биоданные	<p>biodata</p> <ol style="list-style-type: none"> 1. Information about a person 2. Information about a person a shortened term for "biographical data": information about a person's education, background, and work history hrci.org hr certification institute
боковое движение	<p>lateral move</p> <ol style="list-style-type: none"> 1. Дождевальная машина фронтального действия 2. A job change with a similar level and pay 3. A job change with a similar level and pay when an employee decides to change positions in the organization without a difference in the level of responsibilities and compensation
больничный	<p>sick leave</p> <ol style="list-style-type: none"> 1. На больничном 2. Exemption from duty due to illness. 3. Absence from work due to illness 4. Absence from work due to illness a specified number of days for paid time off due to illness, which is a required employment benefit in many countries
брендинг занятости	<p>employment branding</p> <ol style="list-style-type: none"> 1. Changing how others perceive an organization 2. Changing how others perceive an organization process of turning an organization into an "employer of choice"
брендинг работодателя	<p>employer branding</p> <ol style="list-style-type: none"> 1. How a company presents itself to the public 2. How a company presents itself to the public the image an organization presents to its employees, stakeholders, and customers 3. A strategy designed to make an organization appealing as a good place to work 4. Employer branding is the process an organization uses to create a positive image of itself within the mind of a job seeker in order to attract the best talent to fill open positions. 5. A strategy designed to make an organization appealing as a good place to work. this targeted marketing effort utilizes both print and internet tactics and attempts to shape the perceptions of potential employees, current employees and the public / investment community.
брифинги	<p>briefings</p> <ol style="list-style-type: none"> 1. Instructions or detailed summaries 2. Instructions or detailed summaries discussions which provide detailed information

бюджетирование на основе z	<p>zero-based budgeting</p> <p>An approach to financial planning and decision-making</p>
вебинар	<p>webinar</p> <ol style="list-style-type: none"> 1. A seminar conducted through the internet. 2. Meetings, training, or presentations on the internet 3. Meetings, training, or presentations on the internet an interactive seminar on the internet (usually a live presentation)
виртуальный команда	<p>virtual team</p> <ol style="list-style-type: none"> 1. A group of individuals who work across organizational boundaries. this includes groups of geographically, organizationally and/or time dispersed workers brought together by information and telecommunication technologies to accomplish one or more organizational tasks. 2. People who work together in different locations or time zones 3. People who work together in different locations or time zones a group of people who work in different times, locations, or organizations, who communicate using technology hrci.org hr certification institute
вложения	<p>investments</p> <ol style="list-style-type: none"> 1. As a discipline, the study of financial securities, such as stocks and bonds, from the investor's viewpoint. 2. A commitment of money for expected return 3. A commitment of money for expected return money and capital which is spent in order to make more money (examples: stocks, bonds, real-estate) job analysis
внешние награды	<p>extrinsic rewards</p> <ol style="list-style-type: none"> 1. Measurable recognition 2. Measurable recognition work or actions where the motivating factors are material and are measured through monetary benefits, grades, prizes, and praise hrci.org hr certification institute
внутренние силы	<p>internal forces</p> <ol style="list-style-type: none"> 1. Drivers of change inside an organization 2. Drivers of change inside an organization key people and influences inside an organization that shape its future (the opposite of external forces, such as the economy and competitors)
внутренний капитал	<p>internal equity</p> <ol style="list-style-type: none"> 1. Fairness in pay and benefits for similar jobs 2. Fairness in pay and benefits for similar jobs making sure that employees with jobs of similar value to the organization receive equal compensation
внутренний набор персонала	<p>internal recruitment</p> <ol style="list-style-type: none"> 1. Filling a job opening from within the existing workforce 2. Filling a job opening from within the existing workforce seeking current employees within the organization to apply for upcoming job openings 3. Internal recruitment is turning to your existing employees as a source of talent for new or open positions.
внутренняя награда	<p>intrinsic reward</p> <ol style="list-style-type: none"> 1. Non-material satisfaction 2. Non-material satisfaction non-material motivation which comes from personal satisfaction (for examples, job status, job satisfaction or human interest)
вовлечения сотрудников	<p>employee engagement</p> <ol style="list-style-type: none"> 1. Level of satisfaction with work 2. Level of satisfaction with work a measurement of employees' involvement, satisfaction, happiness, and loyalty with their employment (how hard they work and how long they stay with their organization) 3. It is a workplace method designed to improve an employee's feelings and emotional attachment 4. Employee engagement is the emotional commitment and loyalty employees have to their employers and the organizations for which they work.

	<p>5. Employees' level of connection and involvement with the organization. employee engagement helps organizations achieve business goals while creating positive experiences for both managers and employees.</p> <p>6. Employee engagement, also called worker engagement, is a business management concept. an "engaged employee" is one who is fully involved in, and enthusiastic about their work, and thus will act in a way that furthers their organization's interests.</p>
водить машину	<p>drive</p> <p>1. Привод</p> <p>2. [1] generically, to push in some direction. [2] the force of the wind pushing to leeward. [3] to carry as much sail as is possible in heavy wind. [4] a ship is said to drive if her anchor fails to hold.</p> <p>3. Driving. 1. to advance or sink drivepipe or casing through overburden or broken rock formation by chopping, washing, or hammering with a drive hammer or by a combination of all three procedures. 2. to excavate a horizontal underground passage or tunnel. 3. any power-transmission system such as belt drive, gear drive, chain drive, electric drive, etc.</p> <p>4. Designation of the pipe installed from a jacking shaft to a reception shaft.</p> <p>5. Guide, steer</p> <p>6. Guide, steer to push or move forward a plan or project</p>
возвращаюсь на родину	<p>repatriate</p> <p>1. To return to the country of origin</p> <p>2. To return to the country of origin to return home from an international work assignment</p>
временный работник	<p>contingent worker</p> <p>1. Временный работник</p> <p>2. Part-time or temporary employee</p> <p>3. Part-time or temporary employee a person who is hired part-time to work under a contract or for a fixed period of time</p>
время заполнения	<p>time-to-fill</p> <p>Average time to hire people for job vacancies</p>
выделенный hr	<p>dedicated hr</p> <p>Person committed to human resources in an organization</p>
высокая культура труда	<p>high performance work culture</p> <p>1. An environment where employees are motivated to succeed</p> <p>2. An environment where employees are motivated to succeed an organizational culture where employees at all levels are inspired to do their best thereby consistently producing outstanding results high-potential or "hi-po"</p>
высококонтекстная культура	<p>high-context culture</p> <p>Society that communicates indirectly</p>
выходное интервью	<p>exit interview</p> <p>1. Final interview before leaving an organization</p> <p>2. Final interview before leaving an organization an interview that hr has with an employee to get feedback about the job the employee held, the work environment, and the organization</p> <p>3. It is an activity that allows a departing employee and their organization to exchange information</p> <p>4. An exit interview is a discussion conducted by an employer with an employee who is leaving the company. the main purpose of an exit interview is to identify issues that may have lead to the employee's decision to leave the company.</p> <p>5. The final meeting between management, usually someone in the hr department, and an employee leaving the company. information on why the employee is leaving is gathered to gain insight into work conditions and possible changes or solutions.</p>
географическая структура	<p>geographic structure</p> <p>1. Organizational model based on location</p> <p>2. Organizational model based on location an organizational model in which</p>

	divisions, functions, or departments are organized by location in a specific country or region
геоцентрическая кадровая ориентация	geocentric staffing orientation 1. Management of global talent 2. Management of global talent the practice of choosing the best employees for a job, regardless of their nationality or where the job is located
гибкий график	flextime 1. Variable work schedule 2. Variable work schedule a work schedule that allows changes in the beginning and end of the work day without reducing the number of hours worked per week
гибридная структура	hybrid structure 1. A vertical and horizontal organizational model 2. A vertical and horizontal organizational model an organizational model that combines different operational, functional, product, and geographic structures iilo
главная тенденция	central tendency 1. Average value of a data set 2. Average value of a data set a measure of the middle of a statistical distribution of data
главные ценности	core values 1. Used in a general sense as a synonym for core analysis, core assay. in a strict sense the term should not be used to designate the mineral content of the core sample unless the valuable mineral is gold, silver, platinum, etc. 2. Guiding principles that determine behaviors and action 3. Guiding principles that determine behaviors and action the basis upon which the employees of an organization make decisions, plan strategies, and interact with others
глобальная интеграция	global integration 1. Полное объединение 2. Bringing together diverse elements across multiple geographies 3. Bringing together diverse elements across multiple geographies working to promote an effective combination of different people, products, services, and systems throughout the world
глобальная команда	global team 1. Group of employees from different countries who are working on a project together 2. Group of employees from different countries who are working on a project together a group of employees who are working on the same project but who are located in different countries or come from different cultures
глобальная мобильность	global mobility 1. International relocation 2. International relocation the transfer of employees from one part of the world to another
глобальная организация	global organization 1. An organization that views the world as one market 2. An organization that views the world as one market an organization that views the whole world as one market, and does not divide it into separate markets by country
глобальная этическая политика	global ethics policy 1. Company behavioral guidelines 2. Company behavioral guidelines an outline of how a company expects employees to behave around the world, often intended to prevent bribery and corruption. hrci.org hr certification institute

глобальное кадровое обеспечение	global staffing 1. Worldwide employees 2. Worldwide employees the process of identifying the number and type of employees an organization needs worldwide, and searching for the best candidates global sullivan principles
глобальное мышление	global mindset 1. A worldview that embraces cultural diversity 2. A worldview that embraces cultural diversity a perspective that helps people understand and function successfully in a range of cultures, markets, and organizations
глобальное привлечение талантов	global talent acquisition 1. Strategy to put qualified employees in key positions around the world 2. Strategy to put qualified employees in key positions around the world actions an organization takes to make sure it has employees with the right skills to accomplish its worldwide goals
глобальные принципы салливана	global sullivan principles Rules for ethics and human rights
глокализация	glocalization 1. A strong local and global presence 2. A strong local and global presence characteristic of a company that “thinks globally, but acts locally”; when a company has a strong presence both in its own country and around the world
граждане принимающей страны	host-country nationals Local citizens of a country
граждане страны происхождения	pparent-country nationals Citizens of the headquarters country
график хранения записей	record retention schedule 1. A defined plan for keeping and disposing of documents 2. A defined plan for keeping and disposing of documents a listing of key documents and the length of time that each is required by law to be stored or disposed of by the organization
графическая шкала оценок	graphic rating scale 1. Method of evaluating employees 2. Method of evaluating employees a method of giving employees a numerical rating for having certain traits (for example, being reliable or honest)
групповой консенсус	group consensus 1. Agreement between people 2. Agreement between people a decision process in which a group of people agree to a decision or come to the same conclusion hhalo effect
дальность проникновения	range penetration 1. An employee’s pay compared to the total pay range 2. An employee’s pay compared to the total pay range an employee’s pay compared to the total pay range for the same job function hrci.org hr certification institute
дедуктивное мышление	deductive reasoning 1. Using known facts to draw a conclusion about a specific situation. 2. From the general to the specific 3. From the general to the specific a method of reasoning that forms a conclusion from general information; the opposite of inductive reasoning, where a conclusion is formed from particular facts

диаграмма парето	<p>pareto chart</p> <ol style="list-style-type: none"> 1. Chart that shows most frequently occurring items 2. Chart that shows most frequently occurring items a vertical bar graph in which values are plotted in decreasing order of frequency, from left to right; often used in quality control 3. A quality assurance tool that ranks information, like reasons for certain problems, in descending order. the goal is to identify the most serious problems so improvements can be made.
диаграмма причин и следствий	<p>cause-and-effect diagram</p> <p>A tool used to examine quality factors</p>
диапазон заработной платы	<p>wwage band</p> <p>Salary range, pay scale, compensation rate</p>
диапазон зарплат	<p>salary range</p> <ol style="list-style-type: none"> 1. Wage band, pay scale, pay range, compensation rate 2. Wage band, pay scale, pay range, compensation rate the lowest and highest wages paid to employees who work in the same or similar jobs sarbanes-oxley act
дистанция власти	<p>power distance</p> <ol style="list-style-type: none"> 1. The degree of hierarchy 2. The degree of hierarchy a term geert hofstede uses in his cultural theory to describe hierarchical relationships between people in a culture. for example, high power distance means there are strong hierarchical relationships. low power distance means greater equality and accessibility among the population
для этого случая	<p>ad hoc</p> <ol style="list-style-type: none"> 1. Teleconferencing technology and sites assembled for an event; equipment may be rented or permanently installed; sites are not always part of the network. 2. Специальный; подходящий к данному случаю; созданный для данного случая; специально подобранный 3. Not planned, for a specific case 4. Not planned, for a specific case a solution to a specific problem that is not planned, or cannot be used in other situations ada
дней для заполнения	<p>days to fill</p> <ol style="list-style-type: none"> 1. The time it takes to hire someone 2. The time it takes to hire someone the average number of days it takes to hire someone for open job positions dedicated hr
добровольные льготы	<p>voluntary benefits</p> <ol style="list-style-type: none"> 1. Programs offered to and paid by employees 2. Programs offered to and paid by employees extra benefits or discounted services offered to employees with little extra cost to the employer. examples include additional life insurance, gym memberships, and concierge services wwage band 3. Voluntary benefits are employee benefits paid for by the employee rather than the employer 4. Voluntary benefits are benefits that an employer can provide to employees that are not required to be offered by law. 5. Benefits that are paid for by the employee through payroll deductions. the employer pays for administration. examples of these benefits include life insurance, dental, vision, disability income, auto insurance, long-term care coverage, medical supplement plans and homeowners insurance.
долгосрочное задание	<p>long-term assignment</p> <p>An expatriate job that is more than 6 months</p>
долевая компенсация	<p>equity compensation</p> <ol style="list-style-type: none"> 1. A type of payment that gives employees an ownership interest in a company 2. A type of payment that gives employees an ownership interest in a company non-cash payment reflecting an ownership interest in a company (for example, stock options and restricted stock)

долевое товарищество	equity partnership 1. Business arrangement with financial investors 2. Business arrangement with financial investors an agreement for a person or organization to own part of a company by providing start-up funds to the business
доля собственности	ownership interest 1. Собственнический интерес 2. Equity in a company 3. Equity in a company owning part of a company or business pparent-country nationals
единовременная компенсация	lump-sum compensation A single payment made at one time
забытые вопросы	scored questions 1. Answers on exams that count toward the total score 2. Answers on exams that count toward the total score the total number of right and wrong questions on an exam (for example, pre-test questions do not count) hrci.org hr certification institute
закон сарбейнса-оксли	sarbanes-oxley act A u.s. law that sets specific standards for public companies
запаздывающие индикаторы	lagging indicators 1. Economic indicators that follow rather than precede the country`s overall pace of economic activity. see also: leading indicators and coincident indicators. 2. Signs that confirm change in the economy 3. Signs that confirm change in the economy signs that confirm the economy has already changed (for example, the unemployment rate)
запланированное отсутствие	planned absence 1. Scheduled time away from work 2. Scheduled time away from work missing work after asking permission in advance, such as for vacation or a medical appointment
застойная карьера	plateaued careers 1. No possibility for advancing in a career 2. No possibility for advancing in a career inability of employees to advance further in the company due to mediocre performance or lack of opportunities
заявление о миссии	mission statement 1. Определение миссии 2. Программное заявление (заявление компании о ее целях 3. A description of the purpose of an organization 4. A description of the purpose of an organization a short description of the main purpose of an organization, which does not change (unlike strategy and business practices, which can change frequently) 5. A description of an organization`s purpose
злоупотребление алкоголем или наркотиками	substance abuse 1. Abuso de sustancias 2. Excessive use of drugs, alcohol or other addictions 3. Excessive use of drugs, alcohol or other addictions use of habit forming drugs or substances which impair behavior
иерархия маслоу	maslow`s hierarchy A theory in psychology based on five levels of human needs
из-за процесса	due process 1. The way a government enforces laws 2. The way a government enforces laws in the u.s., how a government enforces laws to protect its citizens (for example, guaranteeing a person a fair trial) eep

избегание неопределенности	uncertainty avoidance The degree of tolerance for risk and preference for clarity
изложение концепции	vision statement 1. Определение видения, видение организации 2. A one- or two-sentence summary of the principle objectives of the project which can be used by any team member to help prioritize work and make project decisions. 3. Declaration of what an organization wants to become 4. Declaration of what an organization wants to become a written statement which clarifies what the organization wants to be in the future
иило	iilo International labour organization
инвентарь навыков	skills inventory 1. A summary of abilities and qualifications of employees 2. A summary of abilities and qualifications of employees a listing of the capabilities, experience and goals of current employees as a tool for meeting the organization's human resource goals and objectives
инициативы	initiatives 1. Ideas, programs, projects 2. Ideas, programs, projects actions related to new ideas or to starting new plans
иностранная дочерняя компания	foreign subsidiary 1. A legal term defining ownership of a foreign company 2. A legal term defining ownership of a foreign company a company that is more than 50% owned or controlled by a parent organization in another country
инпатриант	inpatriate 1. An employee on assignment in the country of an organization's headquarters 2. An employee on assignment in the country of an organization's headquarters a foreign employee who is on a work assignment in the country where an organization's headquarters are located inpatriation (see "inpatriate")
инсорсинг	insourcing 1. The process of separating the is organization from the enterprise, usually as a business unit measured by its own profit and loss. the insourced is organization provides the enterprise with it services on a business-rules basis. 2. Assigning a job or function within a company 3. Assigning a job or function within a company assigning a job to an internal department instead of to an outside organization; opposite of outsourcing
инструмент скрининга	screening tool 1. An instrument used to assess an employee's suitability for a particular job 2. An instrument used to assess an employee's suitability for a particular job an instrument used in employee selection to help assess job suitability. examples include in-basket exercises, psychometric tests, and cultural adaptability inventories
интегрировать	integrate 1. Combine, mix together 2. Combine, mix together to combine or bring together different parts
информаторы	informants 1. Suppliers of useful information 2. Suppliers of useful information people who provide business, social, or cultural data to others
иск о компенсации работникам	workers compensation claim 1. An application for payment due to a work-related injury 2. An application for payment due to a work-related injury a document that an employee files asking for wage replacement for missed work and medical benefits

	due to injuries suffered on the job
исключение из-за иностранного принуждения	foreign compulsion exception 1. Exemption from a home country's law 2. Exemption from a home country's law when a law of an organization's home country does not apply because it is in conflict with laws of the country where the organization is doing business
исследование рыночных зарплат	market salary survey 1. Research summary of fair wages 2. Research summary of fair wages review of median pay for specific positions in the same labor market market-based job evaluation
исследования вознаграждений	remuneration surveys 1. Gathering information on salary and benefits 2. Gathering information on salary and benefits surveys that gather information on what other companies pay employees and what kind of benefits they provide
кадровое обеспечение	staffing 1. Hiring and firing employees 2. Hiring and firing employees the act of selecting, hiring, and training people for specific jobs, as well as reducing the workforce when needed 3. Staffing is an umbrella term that describes the recruitment, on-boarding, training and positioning of workers within 4. Staffing is the action of finding and hiring people to fill positions within a company. 5. A method of finding, evaluating, and establishing a working relationship with future employees. they may be current employees or future employees.
кадровое планирование	workforce planning 1. Analyzing the type and number of employees 2. Analyzing the type and number of employees identifying and analyzing what an organization needs to achieve its goals, in terms of the size, type, and quality of its employees 3. The assessment of the current workforce in order to predict future needs. this can consist of both demand planning 4. Workforce planning is the process an organization uses to analyze its workforce and determine the steps it must take to prepare for future staffing needs. 5. Figuring out how many workers your organization needs during a given time period to support growth and ensure profitability. involves determining the number of staff members you need for each department. 6. The assessment of the current workforce in order to predict future needs. this can consist of both demand planning and supply planning. many e-recruitment software providers include modules for workforce planning.
кадровый аудит	hr audit 1. Assessment of an organization's human resources 2. A periodic measurement of human resources effectiveness, conducted by internal staff or 3. An hr audit is an evaluation of an organization's human resources department to determine how well it is functioning and how it could be improved. 4. A periodic measurement of human resources effectiveness, conducted by internal staff or with the use of an hr audit system.
кадровый резерв	talent pool 1. Group of available skilled workers 2. Group of available skilled workers a group of available skilled workers, or database of resumes, that a company can use to recruit in a particular location
карьерный рост	career development Progress in a job or profession
каскадные цели	cascading goals 1. Goals that flow from the top to the bottom of an organization 2. Goals that flow from the top to the bottom of an organization goals that an

	organization sets at a high level, which flow down as goals for departments, and then become goals for specific people cause-and-effect diagram
классификация должностей	job classification 1. An evaluation method that groups different positions 2. An evaluation method that groups different positions an arrangement of different types of employment or grades within an organization according to skills, experience, or training 3. Job classification is the process of evaluating jobs and determining which jobs are similar enough to be grouped together for the purpose of determining compensation and benefits. 4. A method of evaluation used for job comparisons, which groups jobs into a prearranged number of grades, each having a class description and a specified pay range.
ключевой талант	key talent Important and valued workers
командировка за границу	expatriate assignment 1. A job outside the home country 2. A job outside the home country a position in one country which is filled by a person from another country who moves there to live and work
коммерческая дипломатия	commercial diplomacy 1. Trying to resolve trade-related issues 2. Trying to resolve trade-related issues negotiations between countries about policies on international trade or investment
компенсация в стране происхождения	home-country compensation An approach to handling an expatriate's international payroll
компенсация за обучение	tuition reimbursement 1. Payment for an employee's school fees 2. Payment for an employee's school fees a benefit whereby the employer provides full or partial payment for educational courses completed by employees 3. Tuition reimbursement is an employee benefit that allows employers to pay for their employees' tuition, books and other education-related expenses.
компетенции	competencies 1. The abilities needed to do well in a specific job 2. The abilities needed to do well in a specific job the skills, behaviors, and knowledge that are needed to succeed in a specific job competency-based questions
конвенции МОТ	ilo conventions Standards of the international labour organization
контракт на управление	management contract An agreement to oversee a project or operations
контрактное производство	contract manufacturing 1. Producing private label goods 2. Producing private label goods a production method in which one company hires another company to manufacture parts or goods under its label and according to its specifications
короткий срок	short-term 1. Any investments with a maturity of one year or less. 2. A brief period of time
корпоративное гражданство	corporate citizenship 1. Responsibility to employees and to the community 2. Responsibility to employees and to the community a practice in which organizations take steps to improve their employees' lives and the communities in

	which they operate
корректировка стоимости жизни	cost-of-living adjustment Pay changes due to economic conditions
корреляционная диаграмма	scatter diagram 1. A chart that shows relationships between variables 2. A chart that shows relationships between variables a graph with a vertical and horizontal axis with dots at each data point. also called a "scatter plot" or "dot chart." scatter plot (see "scatter diagram")
косвенная компенсация	indirect compensation 1. The fixed compensation awarded to an employee in order to promote employee retention. 2. Benefits received by employees in addition to salary 3. Benefits received by employees in addition to salary non-monetary rewards or benefits for employees such as annual leave, health insurance, company car or mobile phone.
красный флаг	red flag 1. A warning signal 2. A warning signal an indicator of a problem, or something that calls for attention
краткосрочное задание	short-term assignment A temporary job in another country
кривая обучения	learning curve 1. Кривая обучения; эффект обучения; скорость обучения 2. The rate at which a person acquires new skills and knowledge 3. The rate at which a person acquires new skills and knowledge the time it takes for a person to acquire new information and skills and to perform successfully
культурная новизна	cultural novelty 1. The degree of difference between a person's culture and a new culture 2. The degree of difference between a person's culture and a new culture the difference between a person's native culture and a new culture, and the degree of difficulty in adjusting to the new culture
культурный интеллект	cultural intelligence 1. Measure of competence in culturally diverse situations 2. Measure of competence in culturally diverse situations a person's ability to function in multi-cultural situations and to interact appropriately with people from different backgrounds
культурный коучинг	cultural coaching 1. Guidance to help a person interact achieve greater success with other cultures 2. Guidance to help a person interact achieve greater success with other cultures giving support and suggestions to help employees achieve greater success with different cultures
культурный шок	culture shock 1. The emotional and physical impact of encountering a new geography and culture 2. The emotional and physical impact of encountering a new geography and culture the disorientation a person feels when experiencing an unfamiliar way of life due to immigration or a visit to a new country hrci.org hr certification institute
купить в	buy-in Obtaining support
лидировать на рынке	lead the market 1. Higher than average compensation rates 2. Higher than average compensation rates a compensation strategy that is higher than the average pay rate

лучшие практики	best practices 1. Techniques or activities that give the best results 2. Techniques or activities that give the best results the methods, processes, or activities that have proven to produce outstanding results for organizations
льготные программы	benefit programs 1. Compensation in addition to wages 2. Compensation in addition to wages workers' entitlements in addition to base salary. examples include: health insurance, life insurance, disability pay, retirement pension, and so on
льготы по здравоохранению	health care benefits 1. Medical support plans provided to employees 2. Medical support plans provided to employees company sponsored medical plans which help employees pay for the cost of doctor visits, hospitalization, surgery, and so on
масштабированная оценка	scaled score 1. An adjusted score 2. An adjusted score a conversion of a raw score to a common scale that can be used for comparison
матричная структура	matrix structure 1. Матричная структура 2. A system of reporting where employees have both vertical and horizontal relationships 3. A system of reporting where employees have both vertical and horizontal relationships a system of managing staff where employees have more than one reporting relationship. for example, they could report to a direct supervisor as well as a team leader
мгновенные награды	instant awards 1. Immediate employee recognition 2. Immediate employee recognition rewards for employees that are provided immediately after the desired behavior is produced
международный правопреемник	international assignee 1. Expatriate employee 2. Expatriate employee a person who moves to a new country to work on an international assignment
межкультурное обучение	cross-cultural training Preparation for living and working in a new culture
межкультурный	intercultural 1. Between or among people of different cultures 2. Between or among people of different cultures involving or representing different cultures (for example, intercultural communication, intercultural competency, or intercultural marriage) cross-cultural Comparing or interacting with 2-or-more groups of people
метод ангофа	angoff method An exam scoring process
метрики	metrics 1. N метрика 10 microjuncture n микростык (ант. macrojuncture) 1 употребление слова в переносном значении на основе сходства в каком-либо отношении двух предметов или явлений; осмысление и переживание явлений одного рода в терминах явлений другого рода. 2 видение одного объекта через другой, один из способов репрезентации знания в языковой форме. 3 метафора, используемая в бытовом общении. 4 слово, в котором

	<p>первоначальный метафорический перенос уже не воспринимается. 5 метафора, построенная на различных ассоциациях по сходству. 6 метафора, в которой абстрактное понятие, например, эмоция или идея, предстаёт как что-то конкретное, материальное – дж. лакофф. 7 метафора, входящая в систему понятий, которая организована по образцу некоторой другой системы; придает понятию пространственную ориентацию – дж. лакофф. 8 одно понятие структурно метафорически упорядочивается в терминах другого – дж. лакофф. 9 перестановка звуков в слове: centre - center. 10 раздел стиховедения. microlinguistics и микролингвистика (ант. macrolinguistics) micro-phoneme и микрофонема (ант. macrophoneme) microsegment и микросигмент (ант. macrosegment)</p> <p>2. A web part that uses the cue control to display record counts. the record counts are determined by a predefined query and can be linked to an existing form.</p> <p>3. The statistics that help analyze both an application's load and its ability to respond to it.</p> <p>4. Font information such as ascent, descent, leading, character widths, and kerning.</p> <p>5. The results of measuring something</p> <p>6. The results of measuring something a set of measurements that quantify results: for example, performance measures, return on investment (roi) or turnover rates</p>
минимальная заработная плата	<p>minimum wage</p> <p>1. A wage below which employers may not legally pay employees for specific kinds of employment.</p> <p>2. Минимальная зарплата</p> <p>3. Least amount paid for work</p> <p>4. Least amount paid for work the lowest hourly, daily or monthly salary that employers must legally pay to employees or workers</p> <p>5. The federal minimum wage is the minimum hourly wage employers are legally allowed to pay employees.</p> <p>6. The lowest amount an employer can pay an hourly employee. this rate is set by the federal government.</p>
многонациональная организация	<p>multinational organization</p> <p>1. A company operating in many countries</p> <p>2. A company operating in many countries a company that has its headquarters in one country and has offices and operations in other countries; also known as a multinational corporation (mnc) hrci.org hr certification institute</p>
многонациональное объединение	<p>multinational pooling</p> <p>1. A method of managing the risk of benefit plans across countries</p> <p>2. A method of managing the risk of benefit plans across countries combining different employee benefit programs in a multinational organization to save money and control risks</p>
модель адди	<p>addie model</p> <p>A training design technique</p>
модель компетенций	<p>competency model</p> <p>1. A description of the skills needed for a specific job</p> <p>2. A description of the skills needed for a specific job a list of the behaviors, skills, and knowledge needed to do well in a specific job competency-based pay</p>
модель эффективности обучения	<p>learning effectiveness model</p> <p>1. Method of assessing results of development programs</p> <p>2. Method of assessing results of development programs measuring the impact of employee training and development programs on business goals learning management system (lms)</p>
моральные абсолюты	<p>moral absolutes</p> <p>1. Beliefs that are right or wrong</p> <p>2. Beliefs that are right or wrong the idea that there is a clear definition of what is right and wrong</p>

мужественность	<p>masculinity</p> <ol style="list-style-type: none"> 1. The quality of being masculine 2. The quality of being masculine term used in cultural studies to represent work oriented societies. one of hofstede's cultural dimensions, the opposite of femininity maslow's hierarchy
мультикультурный	<p>multicultural</p> <ol style="list-style-type: none"> 1. A group of people from several cultures or ethnic groups 2. A group of people from several cultures or ethnic groups employees of diverse cultures and backgrounds who are part of an organization's workforce multinational corporation (mnc) (see "multinational organization")
на рабочих курсах	<p>on-the-job training</p> <ol style="list-style-type: none"> 1. Подготовка специалистов без отрыва от произ- 423 водства [без откомандирования из воинской части] ок уел all right все в порядке ок уел operating normally работает нормально 2. Receiving instruction while working
навыки межличностного общения	<p>interpersonal skills</p> <ol style="list-style-type: none"> 1. Traits for effective social interaction 2. Traits for effective social interaction effective social qualities for communicating and building good relationships with different people
налоговый счет	<p>tax bill</p> <ol style="list-style-type: none"> 1. Draft law on a tax matter which, after approval by the government of a country, is submitted to the parliament for debate. 2. Amount of money owed for taxes 3. Amount of money owed for taxes a document which lists the tax money owed to a government or legal body
независимые подрядчики	<p>independent contractors</p> <ol style="list-style-type: none"> 1. People who provide goods or services under an agreement 2. People who provide goods or services under an agreement workers who contract to do specific work for other people or organizations and are not considered employees
непосредственное руководство	<p>line management</p> <ol style="list-style-type: none"> 1. People who create revenue for organizations 2. People who create revenue for organizations work groups that conduct the major business of an organization, such as manufacturing or sales
низкоконтекстная культура	<p>low-context culture</p> <p>Society that communicates directly</p>
нисходящая связь	<p>downward communication</p> <ol style="list-style-type: none"> 1. Flow of information from superiors to subordinates 2. Flow of information from superiors to subordinates information that is conveyed by upper management to lower level employees in the organization
обзор прогресса	<p>progress review</p> <ol style="list-style-type: none"> 1. A periodic review of a capital investment project to evaluate its continued economic viability. 2. Evaluation of an employee's performance 3. Evaluation of an employee's performance formal or informal evaluation of an employee's progress toward goals and recommendations for improvements and development
обзор производительности	<p>performance review</p> <ol style="list-style-type: none"> 1. Оценка результатов деятельности (оценка работы) 2. Formal evaluation of an employee's work activities 3. Formal evaluation of an employee's work activities a documented discussion about an employee's development and performance that involves managers, hr, and the employee

образовательная организация	<p>learning organization</p> <ol style="list-style-type: none"> 1. An organization that promotes 2. An organization that promotes ongoing employee education and encourages change an organization that encourages employee development, innovation and continuous learning in order to remain competitive in the business environment.
обратный культурный шок	<p>reverse culture shock</p> <ol style="list-style-type: none"> 1. The emotional and physical impact of readjusting to one's home country 2. The emotional and physical impact of readjusting to one's home country the often unanticipated disorientation resulting from "re-entry" back into one's home culture after an expatriate assignment
общее вознаграждение	<p>total rewards</p> <ol style="list-style-type: none"> 1. All the tools available for attracting, motivating, and keeping employees 2. All the tools available for attracting, motivating, and keeping employees financial and non-financial benefits that the employee sees as valuable 3. What is total rewards and what does it mean for your employees?
общие услуги	<p>shared services</p> <ol style="list-style-type: none"> 1. A team set up to provide an all encompassing support structure, to ensure that the business management information system is available to be used as and when required. 2. Business strategy to centralize administrative functions 3. Business strategy to centralize administrative functions an operational approach where each country or unit uses administrative services from a central source rather than repeating these services in different locations (examples of services include finance, purchasing, inventory, payroll, hiring, and information technology) sharia
объявление о вакансии	<p>job posting</p> <ol style="list-style-type: none"> 1. Объявление о поиске работы 2. An advertisement for a vacant position 3. An advertisement for a vacant position a notice for a vacant position that an organization publicizes internally or externally
обязательные льготы	<p>mandatory benefits</p> <ol style="list-style-type: none"> 1. Laws which require certain benefits to protect workers 2. Laws which require certain benefits to protect workers laws which outline benefits to provide economic security for employees and their dependents
ограниченный запас	<p>restricted stock</p> <ol style="list-style-type: none"> 1. Stock with rules about its transfer 2. Stock with rules about its transfer stock with rules about when it can be sold (restricted stock is usually issued as part of a salary package, and has a time limit on when it can be fully transferred)
оздоровительная программа	<p>wellness program</p> <ol style="list-style-type: none"> 1. Services to help employees be healthy 2. Services to help employees be healthy services to improve and maintain the health of employees
операции на заброшенных месторождениях	<p>brownfield operations</p> <ol style="list-style-type: none"> 1. Previously used land 2. Previously used land reuse of land previously used for industry or manufacturing buddy program (see "mentoring")
опережающие индикаторы	<p>leading indicators</p> <p>1. Индекс ведущих макроэкономических индикаторов (индикатор общего состояния экономики). индекс является совокупностью основных экономических ежемесячных показателей с различными весовыми коэффициентами (новые заказы, безработица, денежное обеспечение, средняя рабочая неделя, разрешения на строительство и стоимость ценных бумаг). данные индекса отражают не прошлый, а позапрошлый месяц, и индекс не несет новизны для рынков. на основании индекса возможно прогнозирование долгосрочного</p>

	<p>2. Signs that predict the future of the economy</p> <p>3. Signs that predict the future of the economy signs that show the economy will change before it does (for example, a rise or fall in interest rates)</p>
оплата в зависимости от компетентности	<p>competency-based pay</p> <p>1. Salary based on demonstrated skills and knowledge</p> <p>2. Competency based pay is a compensation system that recognises employees for the depth, breadth, and types of skills</p> <p>3. In the workplace, competency-based pay is a means of determining an employee's compensation based on the employee's level of achievement in a certain area or skill.</p> <p>4. Competency-based pay, alternately known as skill-based and knowledge-based pay, determines compensation by the type, breadth and depth of skills that employees gain and use in their positions.</p>
оплата по результатам	<p>performance-based pay</p> <p>Earnings based on merit or how well the employee meets goals</p>
опыт освобождения от уплаты налогов	<p>exempt-level experience</p> <p>Employees whose position is not bound to hourly job rules</p>
опыт работы	<p>on-the-job experience</p> <p>Skills and knowledge gained through work</p>
организационное развитие	<p>organizational development</p> <p>1. Разработка организационных мероприятий</p> <p>2. Planned process to improve an organization</p> <p>3. Planned process to improve an organization planned process that uses the principles of behavioral science to improve the way an organization functions</p> <p>4. Processes and activities that aim to make improvements at the organisational level. organisational development is an</p> <p>5. Organization development (od) is the process of creating a strategy, an organizational vision and structure, and a set of goals that will help an organization increase its effectiveness and adaptability.</p> <p>6. A planned organization-wide effort to improve and increase the organizations effectiveness, productivity, return on investment and overall employee job satisfaction through planned interventions in the organization's processes.</p>
организация-покупатель	<p>acquiring organization</p> <p>1. A company that buys another company</p> <p>2. A company that buys another company the business or organization that is buying another business</p>
ориентиры	<p>benchmarks</p> <p>1. Measures or markers</p> <p>2. Measures or markers a basis for judging or measuring something else</p>
основная компетенция	<p>core competency</p> <p>1. Specific expertise</p> <p>2. Specific expertise the skills or knowledge that an organization or employee needs to do its work</p>
основные функции	<p>essential functions</p> <p>1. Жизненно-важные функции</p> <p>2. Required job duties</p> <p>3. Required job duties an employee's main responsibilities or tasks to succeed in a job</p>
остаться на собеседовании	<p>stay interview</p> <p>1. A method of determining why employees remain with the organization</p> <p>2. A method of determining why employees remain with the organization a retention strategy that helps organizations understand why their employees remain with the organization and how they can motivate them to continue their employment hrci.org hr certification institute</p>

отвянь	layoff 1. Loss of employees' jobs due to business reasons 2. Loss of employees' jobs due to business reasons temporary suspension or termination of an employee or groups of employees because of business reasons hrci.org hr certification institute 3. A layoff is a temporary or permanent termination of employment due to a company downsizing or restructuring.
отечественная организация	domestic organization 1. Local company 2. Local company an organization that does business and is based in the country where it is established, unlike a multinational organization, which does business in more than one country dot chart (see "scatter diagram")
открытие вакансии	job opening 1. A vacant position in an organization 2. A vacant position in an organization a position that has not been filled in an organization
открытый исходный код	open sourcing 1. Freely sharing 2. Freely sharing made available for others to use or modify hrci.org hr certification institute
отношения работников	employee relations 1. Interaction between employees and the organization 2. Interaction between employees and the organization interaction between employees and an organization (for example, communications, conflict resolution, compliance with legal regulations, career development, and performance measurement) 3. Refers to an organization's efforts to create and maintain a positive relationship with their employees 4. Employee relations is the process used by an organization to manage its workforce and ensure employees are getting their fair share of the action. 5. Developing, maintaining, and improving the relationship between employer and employee by effectively and proactively communicating with employees, processing grievances/disputes, etc.
отставать от рынка	lag the market 1. Lower than average compensation rates 2. Lower than average compensation rates a compensation strategy that is lower than the average pay rate laissez-faire
оффшоринг	ooffshoring Relocation of a business process to another country
охота за головами	head hunting 1. Recruiting employees 2. Recruiting employees the practice of recruiting employees from one company to work at another company
охотник за головами	head hunter 1. An employment recruiter 2. An employment recruiter an informal name for an employment recruiter, sometimes referred to as an executive search firm
оценка критических инцидентов	critical incident appraisal Evaluation of positive or negative employee performance situations
оценка работы на основе содержания работы	job-content-based job evaluation Method to decide an employee's salary

оценки	<p>appraisals</p> <ol style="list-style-type: none"> 1. Evaluations 2. Evaluations assessments of the value or performance of something (example: job appraisals)
ошибка снисхождения	<p>leniency error</p> <ol style="list-style-type: none"> 1. Favoritism in performance evaluations 2. Favoritism in performance evaluations rating employees higher than their actual performance deserves
ошибки недавности	<p>recency errors</p> <ol style="list-style-type: none"> 1. Inaccurate assessments based on recent behavior 2. Inaccurate assessments based on recent behavior incorrect conclusions due to recent actions that are weighed more heavily than overall performance
ошибки первенства	<p>primacy errors</p> <ol style="list-style-type: none"> 1. Incorrect assumptions or judgments 2. Incorrect assumptions or judgments incorrect conclusions where the first impression of someone or something continues despite contradictory evidence process mapping (see "process-flow analysis") process-flow analysis
передача обучения	<p>transfer of learning</p> <ol style="list-style-type: none"> 1. Sharing knowledge and information from one person or place to another 2. Sharing knowledge and information from one person or place to another the continuous exchange of information, knowledge, and skills from one context to another
перекрестное обучение	<p>cross-training</p> <p>Learning new skills beyond one's current job responsibilities</p>
переменный план оплаты	<p>variable pay plan</p> <ol style="list-style-type: none"> 1. Compensation that is less predictable than standard base pay 2. Compensation that is less predictable than standard base pay profit-sharing, incentives, bonuses or commissions that align compensation with performance vendor/supplier
период действия	<p>validity</p> <ol style="list-style-type: none"> 1. Действительность. законность. обоснование. 2. (of a study) the fact of being based on sound research and methods which exclude alternative explanations of a result 3. Действительность 4. The property of a state that it is indeed the result of executing a valid history of transactions 5. Достоверность характеристика, показывающая, в какой мере результат измерения соответствует истинной величине. 6. A measure of how well a test actually tests what it says it does. 7. Reliability; true evaluation 8. Reliability; true evaluation the extent to which something is accurate (for example, the extent to which an exam actually measures what it claims to measure)
период затемнения	<p>blackout period</p> <ol style="list-style-type: none"> 1. A period of time before the earnings release of a public company during which its directors and specific employees deemed insiders cannot trade the company's stock. 2. The period after a trademark is approved for publication and before a notice of allowance is issued. you cannot file an amendment to allege use or a statement of use during the blackout period. 3. Temporary denial of access 4. Temporary denial of access a brief period in which employees cannot access or change things about their retirement or investment plans
план отсроченной компенсации	<p>deferred compensation plan</p> <ol style="list-style-type: none"> 1. An employee pension program 2. An employee pension program a pension program which allows an employee to contribute a portion of income over time to be paid as a lump sum at retirement

	when the employee's income tax rate will be lower
план продолжения работы компании	business continuity plan 1. The creation of a strategy to protect an organization from certain risks 2. The creation of a strategy to protect an organization from certain risks a plan which identifies threats and risks facing a company in order to protect its employees and assets. as a result, the company will be better prepared to continue its operations during a disaster or emergency.
план с установленными выплатами	defined benefit plan 1. A pension plan obliging the sponsor to make specified dollar payments to qualifying employees at retirement. the pension obligations are effectively the debt obligation of the plan sponsor. related: defined contribution plan 2. A retirement plan with pre-determined payments 3. A retirement plan with pre-determined payments a retirement plan that tells participants exactly how much money they will receive on a specific later date (usually the day they retire) defined contribution plan (see "defined benefit plan") defined retirement plan (see "defined benefit plan") delphi technique 4. A retirement plan that pays participants a lump-sum amount that has been calculated using formulas that can include age, earnings and length of service.
планирование замены	replacement planning 1. Identifying employees to fill future vacancies 2. Identifying employees to fill future vacancies using past performance to identify employees who can fill future vacancies (unlike succession planning, which focuses on future potential)
планирование карьеры	career planning 1. Managing professional goals 2. Managing professional goals taking steps to improve professional skills and create new opportunities
планирование преемственности	succession planning 1. Determining and preparing for future talent needs 2. Determining and preparing for future talent needs identifying and developing high-potential employees for the organization's future success 3. This refers to procedures and processes designed to develop internal talent for the purpose of filling leadership 4. Succession planning is a strategy that companies use to help ensure that they are prepared to replace employees who are leaving the organization 5. Finding and reviewing the path to future employment opportunities within an organization. this includes identifying potential openings as well as understanding the skills needed to fill those positions. 6. The process of identifying long-range needs and cultivating a supply of internal talent to meet those future needs. used to anticipate the future needs of the organization and assist in finding, assessing and developing the human capital necessary to the strategy of the organization.
платить за производительность	pay for performance 1. Salary based on merit or on meeting goals 2. Salary based on merit or on meeting goals a payment strategy where management links an employee's pay to desired results, behaviors, or goals pay range (see salary range)
поведенческое интервью	behavioral interview 1. Job interview method based on past work behavior 2. Job interview method based on past work behavior interview process to predict future performance based upon how the candidate acted in past work situations
повышение заслуг	merit increase 1. Pay raise for meeting performance goals 2. Pay raise for meeting performance goals an increase in wages for meeting or exceeding the performance goals of a job 3. A merit increase is a pay raise given to an employee based on their performance. it can be determined by seniority or tenure, but it more often

	determined by market rates today.
повышение по работе	<p>job enrichment</p> <ol style="list-style-type: none"> 1. A motivational tool for increasing job satisfaction 2. A motivational tool for increasing job satisfaction a way to motivate employees by giving them greater responsibilities and more variety in their work 3. Job enrichment is a workplace strategy that involves modifying an employee's job to make it more interesting and challenging.
подбор работы	<p>job matching</p> <ol style="list-style-type: none"> 1. A process of placing employees in the right position 2. A process of placing employees in the right position the use of objective skill assessment data combined with common sense to determining the best fit for an employee to a specific job
подрабатывать	<p>moonlighting</p> <ol style="list-style-type: none"> 1. Совершение незаконных действий ночью 2. Working for more than one company at the same time 3. Working for more than one company at the same time to have a second job in addition to full-time employment
подход с использованием текущих ставок	<p>going rate approach</p> <ol style="list-style-type: none"> 1. Expatriate salary is based on pay rates in home country 2. Expatriate salary is based on pay rates in home country a method for determining the salary of an employee on an international assignment; the salary is based on pay rates in the employee's home country
позитивные действия	<p>affirmative action</p> <ol style="list-style-type: none"> 1. Закон, направленный на увеличение числа негров, женщин и других меньшинств среди сотрудников компаний, госучреждений и учащихся учебных заведений, в которых сложилось преобладание белых лиц мужского пола a-frame конструкция или здание в форме треугольника 2. A process designed to treat all applicants and employees equally 3. A process designed to treat all applicants and employees equally an activity designed to correct previous inequality that may have existed for certain groups or classes of people hr.ci.org hr certification institute 4. Proactive policies aimed at increasing the employment opportunities of certain groups (typically, minority men and/or women of all racial groups). title 5, section 503 of the rehabilitation act requires that affirmative action be taken in employment of persons with disabilities by federal contractors. affirmative action was designed to rectify past discrimination but has been controversial since its inception.
познавательная способность	<p>cognitive ability</p> <ol style="list-style-type: none"> 1. Intelligence 2. Intelligence thinking skills and mental abilities
поиск источников	<p>sourcing</p> <ol style="list-style-type: none"> 1. Подбор источников (финансирования, поставок) 2. Finding qualified people for a job 3. Finding qualified people for a job identifying candidates who are qualified to do a job by using pro-active recruiting techniques 4. The developing of lists of potential candidates. also relates to the task of requisitioning, or creating job descriptions, approval workflows and actual job postings. most e-recruitment software providers include modules for requisitioning.
политическая нестабильность	<p>political unrest</p> <ol style="list-style-type: none"> 1. Disturbance or turmoil about government issues 2. Disturbance or turmoil about government issues unrest, agitation, or turmoil about a government's actions or beliefs
полицентрическая кадровая ориентация	<p>polycentric staffing orientation</p> <ol style="list-style-type: none"> 1. Hiring citizens of the local country 2. Hiring citizens of the local country recruiting host country nationals to manage subsidiaries in their own country, and recruiting parent country nationals to fill management positions at headquarters

полная компенсация	<p>total compensation</p> <ol style="list-style-type: none"> 1. Complete pay package 2. Complete pay package an employee's complete pay package, including cash, benefits, and services total quality management (tqm) 3. Total compensation is the complete pay package for employees, beyond just salary. this includes all forms of money & perks 4. Total compensation is the total amount of salary and benefits an employee receives as compensation for his or her employment. 5. Total compensation is the complete pay package for employees, beyond just salary. this includes all forms of money, benefits, services, and other "perks". total compensation is often defined as all of the resources available to employees, which are used by the employer to attract, motivate and retain employees.
поставщик тестирования	<p>testing vendor</p> <ol style="list-style-type: none"> 1. A company that provides sites for exams 2. A company that provides sites for exams an organization that provides locations for people to take exams on certain dates third country national (tcn)
постоянное назначение	<p>permanent assignment</p> <ol style="list-style-type: none"> 1. Regular or usual position 2. Regular or usual position an employee's regular or usual job or position in a company perquisites (perks)
предварительный просмотр вакансии	<p>job preview</p> <ol style="list-style-type: none"> 1. A method which gives applicants and understanding of job duties before being hired 2. A method which gives applicants and understanding of job duties before being hired a strategy for introducing job candidates to the realities of the position, both good and bad, prior to making a hiring decision
преимущества	<p>benefits</p> <ol style="list-style-type: none"> 1. Пособия, льготы 2. Польза; выгода, прибыль; социальное пособие 3. Польза; преимущества; выгода 4. Non-cash compensation provided to employees 5. Non-cash compensation provided to employees compensation that the employee receives in addition to a base salary. examples include: health insurance; company housing; company meals; clothing allowance; pensions; and gym membership
преимущества сотрудников	<p>employee benefits</p> <ol style="list-style-type: none"> 1. Compensation in addition to salary 2. Compensation in addition to salary payments or allowances that organizations give to their employees (for example, medical insurance, social security taxes, pension contributions, education reimbursement, and car or clothing allowances) 3. Employee benefits are a form of compensation that some companies offer to their employees. in the united states, an employer may be required to provide certain benefits, such as workers' compensation or health insurance, for its employees, but it is not always required.
премии	<p>premiums</p> <ol style="list-style-type: none"> 1. Страховые взносы 2. Incentives or payments 3. Incentives or payments payments employees receive for meeting goals by a certain time; also, payments for insurance
премии за дипломатическую службу	<p>foreign service premiums</p> <ol style="list-style-type: none"> 1. Financial reward for moving to a foreign country 2. Financial reward for moving to a foreign country extra pay that an employee receives for accepting an international work assignment
премия за мобильность	<p>mobility premium</p> <ol style="list-style-type: none"> 1. Financial benefit for expatriates 2. Financial benefit for expatriates extra salary paid to expatriates to encourage

	them to move to a new country
премия за опасность	danger premium Additional pay for high-risk work
премия за трудные времена	hardship premium 1. Extra compensation for difficult living conditions 2. Extra compensation for difficult living conditions extra payment or benefits that an expatriate receives on assignment in a country where the living and working conditions are challenging
преобладающая заработная плата	prevailing wage 1. Usual wage paid to workers in an area 2. Usual wage paid to workers in an area the hourly wage, usual benefits, and overtime that most workers receive in a certain location
пригородное задание	commuter assignment 1. A type of expatriate position requiring frequent travel between 2 countries 2. A type of expatriate position requiring frequent travel between 2 countries an international job that requires an employee to live in one country and work in another country, and to travel regularly between them (for example, an expatriate who lives in bahrain and works in saudi arabia) compa-ratio
приемлемое жилье	reasonable accommodation 1. Work adjustment for disabled employee 2. Work adjustment for disabled employee changing the process of applying for a job or the work environment for a qualified person with a disability
принудительное распределение	forced distribution 1. A rating system for evaluating employees 2. A rating system for evaluating employees a performance measurement system which ranks employees against each other and according to pre-determined categories such as excellent, good, or poor
принципы ко	caux principles Ethical guidelines for international organizations
проверка биографических данных	background check The process of confirming a job candidate's personal and public information
проверка рекомендаций	reference check 1. Verification of a job applicant's employment history 2. Verification of a job applicant's employment history contact with a job applicant's past employers, or other references, to verify the applicant's job history, performance, and educational qualifications 3. A reference check is a piece of information that a prospective employer obtains from a current or past employer, peer or co-worker about a job candidate to determine whether the candidate is the best candidate for the position.
прогностическая достоверность	predictive validity 1. A measure of how well a test results will predict learners` actual ability to perform language tasks and communicate. 2. Relationship between a test score and a work task 3. Relationship between a test score and a work task the extent to which a score on a scale or test predicts future behavior
программы баланса между работой и личной жизнью	work-life balance programs Support for the employee's job and personal well-being
прогрессивная дисциплина	progressive discipline 1. Method of improving employee performance 2. Method of improving employee performance a series of corrective actions aimed at an employee to resolve a problem or improve performance

продавец/поставщик	vendor/supplier Service provider, seller
продвижение по карьерной лестнице	career ladder promotion 1. A structured job advancement 2. A structured job advancement job advancement through a series of defined positions, from lower level to higher level
производственные советы	works councils Groups that represent employees
проктор	proctor 1. Надзиратель, следящий за студентами во время экзаменов и т. п. 2. The person overseeing an activity 3. The person overseeing an activity a person who monitors another person or activity (for example, someone who supervises an exam)
профессиональные компетенции	job competencies 1. Skills needed for a job 2. Skills needed for a job the skills and behaviors that will help an employee succeed in a specific job
проходной балл	passing score 1. Minimum points required to pass a test 2. Minimum points required to pass a test the number of correct answers required to pass a test
прямые зарубежные инвестиции	foreign direct investment 1. Investment in other countries that creates production capacity; i.e., investment in physical assets rather than financial instruments. 2. Ownership of a business or property by a foreign entity 3. Ownership of a business or property by a foreign entity an overseas investment in structures, equipment, or property controlled by a foreign corporation
психологический контракт	psychological contract 1. Beliefs that influence the employee-employer relationship 2. Beliefs that influence the employee-employer relationship an unwritten agreement of the mutual beliefs, perceptions, and informal obligations between an employer and an employee, which influence how they interact
работа под ключ	turnkey operation 1. A business that is ready to operate 2. A business that is ready to operate business that includes everything needed to start operating in a certain location turnover (see "employee turnover") hrci.org hr certification institute
работа с нуля	greenfield operation 1. New business facility built in a new location 2. New business facility built in a new location start up of a new business plant or operation, usually in a new location hrci.org hr certification institute
работа семья	job family 1. Комплекс работ 2. Функциональная группа (категория работников) 3. A set of related jobs performed within a work group or occupation 4. A set of related jobs performed within a work group or occupation groups of occupations based upon the type of work performed, skills, education, training, and credentials
работодатель по выбору	employer of choice 1. An organization highly valued by employees 2. An organization highly valued by employees an organization that people want to work for because it attracts, motivates, and keeps good employees employer-paid benefits

рабочая единица	work unit 1. Smallest work group in a company 2. Smallest work group in a company a business function that produces one product or focuses on a single area
развитие лидерских качеств	leadership development 1. Activities that enhance leadership performance 2. Activities that enhance leadership performance investment in programs to help current leaders become more effective and to build future leaders 3. Leadership development is the process by which an organization provides training to its leaders so that they are able to meet the challenges of their positions. 4. Activities, whether formal or informal, that enhance leadership qualities
разделение затрат	cost-sharing Expenses for a project are divided among those involved
разделение работы	job sharing 1. A situation where two employees work at a single job 2. A situation where two employees work at a single job an employment option where two or more employees share the responsibilities of one full-time position
разделить заработную плату	split payroll 1. A method of paying expatriates 2. A method of paying expatriates a method of paying expatriates that gives part of their salary in the currency of the home country and part of their salary in the currency of the host country
расположение фантомных запасов	phantom stock arrangement 1. An employee incentive plan 2. An employee incentive plan a technique in which a company gives its employees the benefits that come with owning stock, including "dividends", but does not actually give them stock in the company hr.ci.org hr certification institute
распределенное обучение	distributed training 1. A method of instruction over time and distance 2. A method of instruction over time and distance a method of training that allows instructors, students, and content to be located in different places. this type of training can be used together with a traditional classroom or it can be used to create virtual classrooms
растягивать цели	stretch objectives 1. Goals that require maximum effort 2. Goals that require maximum effort setting personal or business targets that require extra effort to achieve
расширение прав и возможностей	empowerment 1. Расширение полномочий и возможностей, социальная мобилизация 2. The act of giving someone authority and power to make decisions that will affect them 3. Authorized to make decisions 4. Authorized to make decisions the ability for employees to manage their work, share information, and make decisions without close supervision enterprise resource planning (see "erp") 5. Giving employees the resources, skills and authority necessary to share power with management and make decisions. employees are then held accountable for their decisions and rewarded if appropriate.
расширение рабочих мест	job enlargement 1. Increasing the range of an employee's duties 2. Increasing the range of an employee's duties increasing the scope of a job by extending duties and responsibilities, generally without changing pay or status

региоцентрическая кадровая ориентация	<p>regiocentric staffing orientation</p> <ol style="list-style-type: none"> 1. Staffing policy for a particular geographic area 2. Staffing policy for a particular geographic area focus on recruitment and hiring of employees within a particular region with opportunities for inter-regional transfers <p>hrci.org hr certification institute</p>
рейтинг должности	<p>job ranking</p> <ol style="list-style-type: none"> 1. A way to compare all jobs based on their value 2. A way to compare all jobs based on their value a job evaluation method that compares jobs to each other based on their importance to the organization
рейтинговая производительность	<p>ranked performance</p> <ol style="list-style-type: none"> 1. A method of evaluating employees 2. A method of evaluating employees rating employees from best to worst against each other according to a standard measurement system
реквизиты для входа	<p>credentials</p> <ol style="list-style-type: none"> 1. Полномочия; "верительные данные"; мандат (в системах защиты); имя пользователя и пароль 2. Information that includes identification and proof of identification that is used to gain access to local and network resources. examples of credentials are user names and passwords, smart cards, and certificates. 3. Полномочия 4. Certified documents, diplomas 5. Certified documents, diplomas proof of a person's earned authority, status, or rights, usually in writing (for example, a university diploma, or proof of passing a professional exam)
реферальная программа	<p>referral program</p> <ol style="list-style-type: none"> 1. Using employees to recruit applicants 2. Using employees to recruit applicants recruitment method that rewards employees for recommending candidates
решение конфликта	<p>conflict resolution</p> <ol style="list-style-type: none"> 1. Принятие решений при наличие конфликтующих целей; разрешение противоречия; разрешение конфликтов 2. Process of negotiation, arbitration 3. Process of negotiation, arbitration method of negotiating agreements or solving problems 4. Conflict resolution is the act of working through interpersonal conflicts, especially those that involve two or more people.
ролевое поведение	<p>role behavior</p> <ol style="list-style-type: none"> 1. Personal conduct related to a position 2. Personal conduct related to a position how a person acts as appropriate to a particular job function or position
ролевые игры	<p>role play</p> <ol style="list-style-type: none"> 1. A communicative activity in which the learners play out a role. 2. To act a part; a simulation 3. To act a part; a simulation to perform an action or attitude in a simulation in order to understand a different viewpoint
ротация должностей	<p>job rotation</p> <ol style="list-style-type: none"> 1. Changing work assignments 2. Changing work assignments a way to develop employees by giving them different jobs to perform 3. Job rotation is a human resource management strategy used to provide employees with new challenges and responsibilities.
ротация рабочей силы	<p>workforce rotation</p> <ol style="list-style-type: none"> 1. Moving employees when work requirements change 2. Moving employees when work requirements change the regular movement of employees from one function, time, or place to another, as needed work-life balance

рыночная оценка должностей	market-based job evaluation Comparison of current salaries for a specific job
рыночный индекс	market index 1. Market measure that consists of weighted values of the components that make up certain list of companies. a stock market tracks the performance of certain stocks by weighting them according to their prices and the number of outstanding shares by a particular formula. 2. A measure of financial change in an economy 3. A measure of financial change in an economy the total value of stocks or other investments and showing the current worth against a base value from a specific date.
самообслуживание сотрудников	employee self-service 1. A method allowing employees to access and update data 2. A program that allows employees to handle many job-related tasks normally conducted by hr departments including benefits enrollment, and updating personal information. employees can access the information through the company's intranet, kiosks, or other web-based applications.
сбалансированная система показателей	balanced scorecard 1. A business-oriented scorecard that conveys key metrics related to the service and business of providing service. a balanced scorecard contains a balance of operational, financial and quality driven metrics. 2. A strategic performance management report that aligns, tracks, and measures key organization activity against objectives. 3. An analysis technique 4. An analysis technique a method or tool that organizations use to measure the success of their strategies by looking at both financial and non-financial areas balance-sheet approach 5. A strategic planning and management system that is used to tie business activities to the vision and mission statement 6. A balanced scorecard is a strategy for measuring and managing business processes that helps organizations identify and prioritize different areas of improvement. 7. A strategic planning and management system that is used to tie business activities to the vision and strategy of the organization, improve internal and external communications, and monitor performance against goals. developed in the early 1990's by drs. robert kaplan and david norton, the balanced scorecard measure four areas of business
сверстники	peers 1. Одноранговые узлы peer-to-peer равный к равному; равноправный; одноранговый peer-to-peer architecture одноранговая структура; архитектура равноправных систем peer-to-peer communications передача между равноправными узлами; коммуникации в одноранговой сети peer-to-peer network одноранговая сеть peer-to-peer networking 1. передача от узла к узлу; одноранговые коммуникации; 2. построение одноранговой сети peer-to-peer protocol межстанционный протокол; равноправный протокол (в телефонии) 2. People equal to each other 3. People equal to each other people who are similar to one another in age, background, profession, or status
сдельная расценка	piece rate 1. Payment for labor where income is related to output (22). 2. Отдельные расценки 3. Payment determined by the amount produced 4. Payment determined by the amount produced a wage system in which the employee is paid for each unit of production at a fixed rate
сексуальное домогательство	sexual harassment 1. Sexual words, conduct, or action (usually repeated and persistent) that, being directed at a specific person, annoys, alarms, or causes substantial emotional distress in that person and serves not legitimate purpose 2. Inappropriate sexual advances

	3. Inappropriate sexual advances unwelcome verbal, visual, or physical conduct of a sexual nature that is offensive or inappropriate
синхронное обучение	synchronous learning 1. Online teaching method 2. Online teaching method type of e-learning in which participants interact without a time delay, which requires them to attend at specific times talent management
система управления производительностью	performance management system 1. Process of creating a productive work environment 2. Process of creating a productive work environment the process of helping people perform to the best of their abilities, which begins by defining a job, and ends when an employee leaves the organization
ситуационное интервью	situational interview 1. Technique for assessing a job candidate's problem-solving skills 2. Technique for assessing a job candidate's problem-solving skills a method of assessing a job candidate's skills by asking them how they would respond to specific work-related issues and problems
сканирование окружающей среды	environmental scanning 1. Gathering internal and external information for strategic purposes 2. Gathering internal and external information for strategic purposes acquiring and using information about the internal and external business environments that influence an organization's strategy. for example, determining how to respond to a talent shortage eeo
скорость разделения	separation rate 1. The percentage of employees who leave their jobs 2. The percentage of employees who leave their jobs the ratio of the number of employees who leave their jobs to the total number of employees in the organization service level agreement (sla)
скрытые расходы	hidden costs 1. Скрытые расходы (напр., расходы на очистку воды от загрязняющих веществ, внесенных в нее при попадании данного продукта в воду - такого как стиральный порошок) 2. Expenses that occur in addition to the purchase price 3. Expenses that occur in addition to the purchase price expenses such as maintenance, supplies, training, upgrades, and other costs in addition to the purchase price hr ci.org hr certification institute
служебная аттестация	performance appraisals 1. Evaluations of employees 2. Evaluations of employees a method of measuring how effective employees are
сменить агента	change agent 1. Something or someone that causes change 2. Something or someone that causes change a person or department that deliberately causes change within an organization
смешанное обучение	blended learning 1. A mix of different types of learning 2. A mix of different types of learning a learning method that combines face-to-face teaching with online learning
совместное решение	codetermination 1. A management structure involving employees 2. A management structure involving employees an organizational structure in which employees share responsibility for the operation of a company
совместный поиск	co-sourcing Using both internal and external resources to perform a service

соглашение о неконкуренции	<p>non-compete agreement</p> <ol style="list-style-type: none"> 1. A contract which restricts an employee's ability to compete with their employer 2. A non-compete agreement is an agreement between an employer and an employee that prevents the employee from working for a competitor after leaving the company.
соглашение о суммировании	<p>totalization agreement</p> <ol style="list-style-type: none"> 1. Arrangement to avoid double social taxes of expatriates 2. Arrangement to avoid double social taxes of expatriates an agreement between countries that says an expatriate only needs to pay social taxes to the country in which he or she is working trade union (see "labor union")
сократить оборот	<p>reduce turnover</p> <ol style="list-style-type: none"> 1. Lower the number of unfilled positions 2. Lower the number of unfilled positions to retain employees and lower the number of vacancies in a company reduction in force (rif)
социальная ответственность	<p>social responsibility</p> <ol style="list-style-type: none"> 1. An ethical theory that guides organizations to consider the welfare of society 2. An ethical theory that guides organizations to consider the welfare of society an organization's voluntary obligation toward the good of the environment in which it operates
социальная сеть	<p>social network</p> <ol style="list-style-type: none"> 1. A network made of people or organizations linked by some type of social relationship. 2. Group of people with similar interests 3. Group of people with similar interests a group of people who interact because they have a common interest. the group communicates either in-person or using technology (for example, facebook or twitter)
спецификация работы	<p>job specification</p> <ol style="list-style-type: none"> 1. Спецификация задания 2. Requirements for an employment position 3. Requirements for an employment position a description of employee qualifications required to perform a specific job hr ci.org hr certification institute 4. Job specification is a detailed list of the skills, knowledge, education, and experience a job candidate must have in order to be eligible for a job.
справочник сотрудника	<p>employee handbook</p> <ol style="list-style-type: none"> 1. A reference document for workers in an organization 2. A reference document for workers in an organization a manual that contains information about an organization's policies, procedures, and benefits
сравнительное соотношение	<p>compa-ratio</p> <ol style="list-style-type: none"> 1. The ratio of fixed pay rate to the grade midpoint (or control point) in graded compensation plans. the ratio is used as a measure of how well an employee is paid relative to the grade structure. the ratio is calculated by dividing the fixed pay rate by the midpoint; for example, an employee with a compa-ratio of less than 1.0 is paid less than the range midpoint. compensation plans are typically designed so that the average fixed pay rate of all employees at a given grade equals the midpoint of the range. 2. Math formula for comparing salaries
средняя зарплата	<p>salary mid-point</p> <p>The middle range paid for a certain job</p>
срок владения	<p>tenure</p> <ol style="list-style-type: none"> 1. Пребывание в должности срок пребывания в должности право (обычно университетского преподавателя) занимать постоянную штатную должность без подписания нового контракта, получаемое после нескольких лет работы 2. A permanent position 3. A permanent position holding a permanent job or position without the need for periodic contract renewals

стандарты производительности	<p>performance standards</p> <ol style="list-style-type: none"> 1. A set of standards against which actual instances are measured or compared. an external performance standard is often used in teaching and evaluating expert systems and learning systems. 2. A benchmark against which to evaluate performance of an activity or of an entire organization. standards generally do not specify how the targets are to be met, just that there are consequences for not meeting or exceeding the standards. 3. Expected behaviors and results from employees 4. Expected behaviors and results from employees the behaviors and results that management expects employees to achieve on the job performance-based pay
стиль обучения	<p>learning style</p> <ol style="list-style-type: none"> 1. The way a person learns 2. The way a person learns the way people process new information and learn most effectively (example, some people learn best visually, through lectures, or by reading. others learn best by action or doing) 3. Learning styles are overall patterns that provide direction to learning and teaching. they involve educating methods, particular to an individual, that are presumed to allow that individual to learn best.
стоимость за прокат	<p>cost per hire</p> <ol style="list-style-type: none"> 1. Recruitment measuring tool 2. Recruitment measuring tool the amount of money needed to recruit a new employee, which includes advertising, recruiting fees, referral fees, travel expenses, and relocation costs cost-benefit analysis
стратегический альянс	<p>strategic alliance</p> <ol style="list-style-type: none"> 1. Collaboration between two or more companies designed to achieve some corporate objective. may include international licensing agreements, management contracts, or joint ventures. 2. An agreement to cooperate between two organizations 3. An agreement to cooperate between two organizations an arrangement between 2 organizations to pursue common goals and share resources. unlike a joint venture, the organizations do not form a new legal entity
стратегическое партнерство	<p>strategic partnership</p> <ol style="list-style-type: none"> 1. An association based upon common objectives 2. An association based upon common objectives a mutually beneficial relationship based upon the common goals of people or organizations
стратегия компенсации локализации	<p>localization compensation strategy</p> <ol style="list-style-type: none"> 1. Expatriate salary based on the salary structure of the host country 2. Expatriate salary based on the salary structure of the host country salary for an international assignee that is the same as the salary that a local employee receives for a similar job long-term assignment
стратегия человеческого капитала	<p>human capital strategy</p> <ol style="list-style-type: none"> 1. Employment tactics, plan for managing employees 2. Employment tactics, plan for managing employees methods and tools for recruiting, managing, and keeping important employees
страхование от похищения и выкупа	<p>kidnap and ransom insurance</p> <ol style="list-style-type: none"> 1. Protection for employees in high-risk areas 2. Protection for employees in high-risk areas policies that reimburse employees' losses due to kidnapping or extortion in high-risk areas of the world
структура перед-зад	<p>front-back structure</p> <p>An organizational design that separates customer service and production</p>
структура продукта	<p>product structure</p> <ol style="list-style-type: none"> 1. A way of organizing a company 2. A way of organizing a company a method of organizing a company in which the departments are grouped by product

структурированное интервью	<p>structured interview</p> <ol style="list-style-type: none"> 1. A method used to standardize an interview 2. A method used to standardize an interview interview approach whereby each interviewer asks a candidate exactly the same questions in exactly the same order.
суточные	<p>per diem</p> <ol style="list-style-type: none"> 1. Latin for "by the day"; referring to daily allowance, usually for travel, entertainment, employee compensation, or miscellaneous out-of pocket expenses incurred while conducting a business transaction. 2. An allowance provided to an employee who is traveling for business. the per diem usually covers lodging, meals and incidental expenses. per monitor-€“dpi aware (adj) 3. Per diem or “per day” fees are charged if a loan isn’t approved by the date the loan was scheduled to be completed. these charges are payable to the lender during closing. 4. Daily expenses or reimbursements for an employee 5. Daily expenses or reimbursements for an employee the amount of money a person receives for working for one day, or the amount an organization allows an employee to spend on expenses each day (for example, meals and hotels on a business trip)
творческий отпуск	<p>sabbatical leave</p> <ol style="list-style-type: none"> 1. Paid time off for a pre-determined period 2. Paid time off for a pre-determined period a benefit provided by some organizations that allows eligible employees paid time off during a specific time period for study, rest, or travel salary mid-point 3. Sabbaticals are prolonged absences from the workplace of people to achieve their life goals. 4. Sabbatical leave is a type of leave from a job that usually lasts from six months to a year. it is intended for employees to use the time to pursue projects or interests that will enrich their professional lives
текучесть кадров	<p>employee turnover</p> <ol style="list-style-type: none"> 1. Текучесть кадров 2. The ratio of unfilled positions 3. The ratio of unfilled positions the percentage of a company’s employees that must be replaced at any time hrci.org hr certification institute 4. Employee turnover is the measurement of the number of employees who leave an organization during a year 5. Employee turnover is a major problem in many organizations. it is the process of employees leaving their jobs and organizations. 6. That rate at which people in an organization leave their jobs every year. a high turnover rate may lead to a lack of talent needed for specific roles.
темп обучения	<p>learning pace</p> <ol style="list-style-type: none"> 1. How fast a person learns 2. How fast a person learns the time it takes for a person to understand and retain information
территориальное правление	<p>territorial rule</p> <ol style="list-style-type: none"> 1. A tax law 2. A tax law a rule that employees must follow the tax laws of the country where they are working
техника дельфи	<p>delphi technique</p> <ol style="list-style-type: none"> 1. Метод дельфи 2. Collection of independent opinions without group discussion by the analysts providing the opinions; used for various sorts of evaluations (such as country risk assessment). 3. A forecasting technique
торги на работу	<p>job bidding</p> <ol style="list-style-type: none"> 1. A process whereby applicants compete with each other for a position 2. A process whereby applicants compete with each other for a position a recruitment method used when the number of applicants far exceeds the number of applicants

трансграничный	cross-border Country to country
трансграничный сотрудник	cross-border employee An employee who works across an international border
трубопровод лидерства	leadership pipeline 1. Source of future leaders 2. Source of future leaders the people in a company who will be developed to move into higher levels of leadership over time
трудоустройство по желанию	employment at will 1. A u.s. legal principle that defines a working relationship 2. A u.s. legal principle that defines a working relationship an employment agreement in which an employee can quit, or can be fired, at any time and for any reason
увольнения	redundancies 1. Elimination of jobs 2. Elimination of jobs elimination or reduction of jobs because of downsizing or outsourcing re-entry shock
удаленная работа	telecommuting 1. Работа на дому (обычно с получением заданий по электронной почте) 2. Working from home via computer 3. Working from home via computer a flexible work arrangement which allows part or full time employees to work at home via a computer
удержание сотрудников	employee retention 1. Keeping employees 2. Keeping employees an organization's techniques to keep its employees employee self-service 3. A function of the hr department tasked with reducing the number of employees leaving the company 4. Employee retention is the process of retaining current employees. it is a strategic business process used within organizations to reduce employee turnover and increase employee satisfaction. 5. An organization's ability to retain its employees. companies keep an eye on retention rates to see what's currently working and better understand what they can do to keep their talented employees. 6. Practices and policies designed to create a work environment that makes employees want to stay with the organization, thus reducing turnover.
управление карьерой	career management 1. Planning and controlling the professional development of an employee 2. Planning and controlling the professional development of an employee preparing, implementing, and monitoring the career path of employees, with a focus on the goals and needs of the organization hr.ci.org hr certification institute
управление производительностью	performance management 1. Управление производительностью 2. The modification of a process or task to improve performance to meet an established standard. 3. Supervising employees 4. Supervising employees the process of setting goals, measuring progress, and rewarding or correcting performance for employees 5. It is a process of linked activities that aim to ensure goals are being met in the most efficient and productive way possible 6. Performance management is a systematic process that an organization uses to assess its performance, identify ways to improve, and implement those improvements. 7. The process of maintaining or improving employee job performance through the use of performance assessment tools, coaching and counseling. the ultimate goal is to better meet organizational objectives.

управление талантами	talent management An approach to attract, develop, and keep skilled employees
упражнение в корзине	in-basket exercise A method of evaluating candidates
уравнивание налогов	tax equalization 1. A policy ensuring that the expatriate assignment is tax-neutral 2. A policy ensuring that the expatriate assignment is tax-neutral a policy that makes sure that expatriates' combined home and host taxes are no more than they would have paid if they remained in their home country. the expatriate's company pays for any additional taxes tax protection (see "tax equalization")
услуги по переезду	relocation services 1. Support provided to transferring employees 2. Support provided to transferring employees help given to relocating employees. examples include pre-departure orientation, home-finding, tax and legal advice, and in-country assistance
установленная законом выгода	statutory benefit 1. Employee benefits that are required by law 2. Employee benefits that are required by law employee benefits mandated by federal or local laws, such as social insurance and unemployment insurance
утечка мозгов	brain drain 1. Loss of skilled workers 2. Loss of skilled workers when smart and talented people leave their own country for better opportunities
учебный портал	learning portal 1. Website for learning 2. Website for learning internet site where employees can use educational resources
федеральные постановления	federal regulations 1. National laws 2. National laws in the u.s., laws that apply in every state (as opposed to laws unique to every state)
финансовая жизнеспособность	financial viability 1. Финансовая устойчивость 2. Ability to survive financially 3. Ability to survive financially the ability of an organization to achieve financial goals, growth, and stability, while also paying expenses and debt
фондовый опцион	stock option 1. The right to purchase or sell a stock at a specified price within a stated period 2. Employee stock option 3. Variable compensation that provides the right to purchase company stock at a set price for a set number of years (typically ten). the purchase price (or strike price) is set on the date of the award. 4. An option whose underlying asset is the common stock of a corporation. 5. Фондовый опцион 6. An employee's right to buy or sell shares in their company 7. An employee's right to buy or sell shares in their company a benefit which gives employees the right to buy or sell stock in their company at a certain price for a specific period of time
форум покупок	forum shopping 1. Looking for a legal venue most likely to result in a favorable outcome 2. Looking for a legal venue most likely to result in a favorable outcome the practice of trying to get a trial held in a location that is most likely to produce a favorable result hrci.org hr certification institute

функциональная область	functional area 1. Group of people performing similar tasks 2. Group of people performing similar tasks a department in which people have similar specialties or skills (for example, the accounting or it department in an organization) functional hr
функциональная структура	functional structure 1. Функциональная структура 2. Group of people performing similar tasks 3. Group of people performing similar tasks a department or division where people have similar specialties or skills (for example, the accounting or it department in an organization) ggap analysis
функциональный hr	functional hr Dedicated tasks of the human resources position in an organization
хорошие навыки	hard skills 1. Specific knowledge and abilities 2. Specific knowledge and abilities teachable skills that can be quantified such as typing, writing, reading, calculating math, or using a specific computer program. 3. Hard skills are specific and measurable abilities that an employee needs to do their job effectively. they are typically job-specific and can be easily quantified and evaluated. some examples of hard skills include programming, data analysis, accounting, graphic design, and language proficiency.
хранение документов	document retention 1. Maintaining important employee records 2. Maintaining important employee records managing employee data and records as required by the organization or rule or law
целевой отбор	targeted selection 1. Evaluation of a candidate's abilities based on their past behavior 2. Evaluation of a candidate's abilities based on their past behavior an assessment of job-related behavior from the candidate's previous employment to predict future performance
ценностное предложение	value proposition 1. The benefits of a product or service 2. The benefits of a product or service the unique benefits, costs, and value that a business delivers to its customers
ценностное предложение для сотрудников	employee value proposition 1. The tangible and intangible rewards provided by an organization 2. An employee value proposition is a statement of the benefits that employees will experience as an employee with the company.
центр оценки	assessment center 1. A method of selecting personnel 2. A method of selecting personnel a system of tests and interviews that evaluate employee performance and help companies select the right people for jobs positions
центр передового опыта	center of excellence 1. An area where high standards produce the best results 2. An area where high standards produce the best results a team or division that uses best practices within specific area to achieve business goals
цепочка значений	value chain 1. Model of how businesses create value 2. Model of how businesses create value model of how businesses receive raw materials, add value to the raw materials, and sell finished products to customers

шаблон взвешивания	weighting pattern 1. Система взвешивания и. welfare centre — организация, занимающаяся улучшением культурно-бытовых условий 2. Statistical term used in assessing frequency 3. Statistical term used in assessing frequency term used in statistics to show the frequency of different choices
шесть сигма	six sigma 1. A concept for world-class quality and a goal for process performance that requires 6 sds of process variation to fit within the tolerance limit or quality requirement of a process. applied in the method decision chart as a criterion that requires bias + 6 sds to be less than tea, the allowable total error for the test. 2. Six sigma is a disciplined, data-driven approach and methodology for eliminating defects in any process and is broadly applied, from manufacturing to transactional processes within product to service sectors. 3. A structured methodology adopted by nr (from 2003) to improve project performance. 4. Business management strategy 5. Business management strategy a strategy to improve current business processes by continuously reviewing and revising them hrci.org hr certification institute 6. Six sigma is a disciplined, data-driven methodology used to improve the quality of process outputs by identifying and removing the causes of defects and minimizing variability in manufacturing and business processes. it also cuts costs from manufacturing by creating a special infrastructure of people that are experts in these methods.
шок при повторном входе в атмосферу	re-entry shock Culture shock upon repatriation
штабные подразделения	staff units 1. People who support line management 2. People who support line management work groups that support the major business of an organization with activities such as accounting, customer service, maintenance, and personnel
эквивалент полной занятости	full-time equivalent 1. Эквивалент полного рабочего времени (время в %, которое затрачивает каждый работник на проведение научных или технических работ; например, если 3 работника затрачивают 80, 50 и 70% рабочего времени на исследования, то эквивалент их полного рабочего времени составляет $80/100+50/100+ 70/100=200/100=2$) 2. A ratio of employee hours worked each week (fte)
экологическая ответственность	environmental responsibility 1. Concern and care for the environment 2. Concern and care for the environment the management of products and processes that show concern for health, safety, and the environment
экономическая оценка	economic valuation 1. Value given to non-financial factors 2. Value given to non-financial factors giving monetary value to environmental factors (for example, the quality of air and water, which are not normally part of a financial valuation) e-learning
экстерриториальные законы	extraterritorial laws 1. Provisions whereby foreigners are sometimes exempt from local laws 2. Provisions whereby foreigners are sometimes exempt from local laws laws from one country that apply to that country's citizens when they travel or live in countries where they might be exempt from some local laws. similar exceptions can apply to companies operating abroad
электронное обучение	e-learning 1. Interactive online tutorials, accessed via the internet or company intranet. 2. Online training or education

	3. E-learning is a method of education via the internet or other computer related resources. it presents just-in-time information in a flexible learning plan. e-learning can be combined with face-to-face courses for a blended learning approach.
этнорелятивизм	ethnorelativism 1. Understanding one culture in the context of other cultures 2. Understanding one culture in the context of other cultures the ability to recognize different values and behaviors as cultural and not universal exempt-level experience
этноцентрическая кадровая ориентация	ethnocentric staffing orientation 1. Filling key positions with employees from the headquarters' country 2. Filling key positions with employees from the headquarters' country filling important positions in an international organization by choosing new hires from the country where the organization has its headquarters
эффект хало	hhalo effect Transfer of positive feelings
юридическая экспертиза	due diligence 1. The requirement that organizations must develop and deploy a protection plan to prevent fraud, abuse, and additional deploy a means to detect them if they occur. duet (n) 2. Обязательное обследование 3. An investigation 4. An investigation the gathering and analysis of important information related to a business acquisition or merger, such as assets and liabilities, contracts, and benefit plans hrci.org hr certification institute 5. In mergers and acquisitions, the process of carefully investigating the details of an investment or purchase to assess risk and potential value and reward.
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http://glossary-of-terms.ru/	