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DEFINING SOCIAL EFFICIENCY
OF THE PROJECT TEAM IN PUBLIC ORGANIZATION

In the article the methodical approach to the estimation of social efficiency of the project team in public organizations is offered. The essence of the methodological approach to the social efficiency of the project team consisting justification of key components, analysis and development models for assessing social efficiency of the project team. Considered each step in more detail with these tasks and tools used at each stage. The key components of model of social efficiency of the project team are generalized and justified. Through content analysis of the literature it is found that for assessing the social performance of the team all possible factors must be taken into account, but the most influential are the following key components that will be used in the model proposed in the fifth stage. These components include: level of cohesion, trust, responsibility of each team member for the team result; level of effective communication within the project team, and commitment.

Multifactor simple multiplicative model was chosen as a mathematical model of social efficiency. In the calculation model the values of social performance of the team can be presented in the range from 0 to 0.3 as low; 0.3 to 0.7 – average; 0.7 to 1 – high social efficiency of the project team.

The use of the proposed methodological approach to assess the social efficiency allows the project team to correctly generate recommendations for the management team depending on the level of social efficiency to improve personnel management system in public organizations.