

ИННОВАЦИОННЫЕ ПОДХОДЫ В СИСТЕМЕ ПОДГОТОВКИ И ПОВЫШЕНИЯ КВАЛИФИКАЦИИ ПЕРСОНАЛА ПРЕДПРИЯТИЯ

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The current economic situation in the world, the rapid change in technological processes, the need to innovate and thus update all components of production necessitates the transition to a lifelong learning strategy. That is, the process of training and professional development of an employee should become practically continuous, and the system of professional training of personnel at work is the main element that will provide the necessary effect of lifelong learning of the growth of the competitiveness of the worker, the enterprise and the state as a whole [1, p.190].

The modern system of innovation economy is characterized by constant improvement of production methods, management principles, characteristics of goods, etc. The long-term factor of the competitiveness of enterprises in new conditions is the investment of money in improving the quality of manpower, financial costs for its training, retraining, as well as the development of skills.

It should be noted that in countries which are world leaders, the most profitable investments to date are considered investment in labor potential. Investing in education is a major factor in improving human capital.

Investments in the labor force are considered at two levels: at the macro level - as the state's expenditures from the state and local budgets for education, since the growth of the level of education accelerates the innovative development, development of the country; at the micro level - as the cost of obtaining education for employees of the enterprise.

The system of training and advanced training in agrarian enterprises consists of three main blocks.

1) training of future specialists in the agrarian sector on the basis of the enterprise; passing of industrial and pre-diploma practice for students of agrarian high schools on the basis of the enterprise; Internship on the basis of the enterprise.

2) sending employees of the corresponding profile to the leading enterprises of the industry for attraction of innovative experience; participation in

agrarian exhibitions; sending workers to various training seminars, trainings, master classes.

3) Training and professional development of the company's employees in higher educational institutions of the agrarian sector and other state and foreign educational institutions; passing of advanced training courses.

At each agricultural enterprise there is a need to create a system of training, training and retraining of labor potential.

It is important to strengthen the connections between the basic enterprises and the teaching staff of higher educational institutions of the agrarian profile and profile research stations. This gives obvious advantages, in particular:

- enterprises receive the opportunity to train their employees on the basis of higher education institutions;

- educational institutions have the opportunity to send certified graduates to work (internship, practice) to agricultural enterprises.

In addition, an effective step towards improving the knowledge, skills and skills of employees is the organization of a training system directly at the enterprise. This may be additional training seminars on agricultural production conducted by more experienced employees of the company. In the case of their practical implementation, there will be a double motivation of work: meeting the need for recognition, increasing the credibility of experienced workers, who have excellent results of labor, on the one hand, and the desire of new workers to achieve labor heights and receive incentives - on the other [2, p.36].

The prospect of innovation development of the economy is the professional training of workers in the production, which aims at continuous improvement of the professional competence of employees in order to ensure the effective use of their production functions. The professional competence of an employee of an enterprise is formed in the process of gaining wide professional experience and develops at the expense of continuous improvement of his qualification in production. Consequently, vocational training of workers in the work force gives the workforce productive professional knowledge, stimulates the process of producing new ideas, improves the quality of labor, and thus contributes to ensuring the production needs in the quality performance of production functions. Effective professional training of the personnel is possible only with the systematic approach and participation of all stakeholders (employer, employee, educational institution and the state) in this process.

In an innovative economy, the functioning of the training and retraining of skilled labor is impossible without establishing an effective system of interaction with enterprises and institutions of the labor market, which is carried out through established close ties and cooperation between higher educational establishments and enterprises (employers).

The effectiveness of such interaction is manifested in the fact that higher education institutions receive support from enterprises in the direction of fi-

nancing, practice, and enterprises in turn – a workforce, qualified and professional level that meets their

The programs of cooperation between overseas institutions and enterprises can have different forms:

- internship;
- attraction of personnel of higher educational institutions to the development of training programs in training centers, in the production;
- invitation of qualified employees of enterprises for teaching at higher educational establishments;
- survey of enterprises in relation to requirements for specialists with higher education and the efficiency of graduates of higher educational institutions who were employed at this enterprise;
- creation of scientific laboratories and establishment of communication between higher educational establishments-laboratory-enterprise;
- introduction of modern innovative teaching technologies [3].

Therefore, as a result of cooperation between higher education institutions and the enterprise, such a professionally qualified system of training and graduation will be formed that will meet the needs of the innovative economy and prevent the spread of unemployment among graduates of higher education institutions.

The current version of the Tax Code of Ukraine provides that incomes not included in the calculation of total monthly (annual) income include the amount paid by the employer in favor of domestic higher and vocational education institutions for an individual but not higher than the amount determined in the first paragraph of clause 164.4, paragraph 169.4 of Art. 169 PCU for each full or part-time month of training or retraining of such an individual, regardless of whether this person is in labor relations with the employer, but provided that he has entered into a written contract (contract) with him on the commitment to work out at such an employer after graduation from a higher and / or vocational school and obtaining a specialty (qualification) for at least three years.

If an employee terminates an employment relationship with an employer during such a period or until the end of the third calendar year from the year in which such training ends, the amount paid as compensation for the cost of education shall be equal to the additional benefit provided to such employee during the year in which such termination of employment relations, and subject to taxation in the general order.

The professional development of agricultural enterprises includes the direction of professional choice, the line of career development, the features of professional behavior at work, the availability of professional achievements, satisfaction from the process and results of work, the effectiveness of educational behavior of the individual, change or stability of the workplace, profes-

sion. In modern society, there are many methods of professional development. The main and most common methods include the following:

- lecture - oral transmission of information using visual means;
- seminar - joint discussion of issues, finding solutions to problems;
- learning with the use of IT - representation of the mastered content in combination of visual and figurative information, graphs, display of the object of study in dynamics;
- distance learning - the use of telecommunication facilities for training at a considerable distance between a teacher and a student;
- cases - the method involves a comprehensive analysis of the study of situations that have developed in the field of activity in which the employee increases his competence;
- training - the main focus is on the practical side of the case where an auxiliary role is assigned to the consideration of theoretical issues;
- business game - simulation of different aspects of professional work of an employee;
- role-playing games - an employee raising competency, fulfilling the role assigned to him in a particular plot of the game;
- analysis of "debris" - simulation situations, often encountered in practice;
- coaching - individual or collective patronage of experienced workers over beginners, young people, facilitating their adaptation and professional development;
- brainstorming - work is carried out in small groups, the proposed ideas are initially collected, and at this stage, the proposals of the participants are not subject to criticism; at subsequent stages during the discussion, their analysis and elaboration of the final option of the proposal are carried out;
- counseling - application of the employee for assistance in solving production issues to a reputable specialist in the field.

Innovative approach to reforming the system of vocational training of workers in the work is reflected in the new conceptual principles of the development of this system, adapted to the strategy and principles of enterprise innovation.

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