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METHODS OF COMPANY PERSONNEL DEVELOPMENT

Annotation. The problem of outdated methods of assessment and ways to develop to staff as an economic unit is considered. Processes, components and relevance of staff development at the company are examined.

Анотація. Досліджено проблему застарілих методик оцінки кадрів та шляхів розвитку персоналу як економічної одиниці. Розглянуто процеси, компоненти та актуальність розвитку персоналу на підприємстві.

Аннотация. Исследована проблема устаревших методик оценки кадров и путей развития персонала как экономической единицы. Рассмотрены процессы, компоненты и актуальность развития персонала на предприятии.

Keywords: personnel, staff, development, evaluation methods, training.

The actuality of this theme consists of many points. In our days there are many ways and methods of personnel development, but companies and especially HR should consider that in modern conditions not all of them work correctly and provide the desired result. That's why we want to review existing techniques of staff development and to create a new way. The successful future of a company depends largely on its employees' qualifications and the high quality service for its customers. This requires specific attention to the professional and personal qualifications of employees.

A lot of research has been conducted in this area by many of famous scientists such as Albert L. LeDuc (Athene Consultants, Inc.), M. Speck, & C. Knipe (2005), M. Jasper (2006). However, there are still some questions and issues that have to be considered [1].

The goal of this article is to reveal all aspects in the process of company personnel development. The primary goal is to choose a method which most effectively assesses the objectives of the unit of study. In addition, the choice of assessment methods should be aligned with the overall aims of the program, and may include the development of disciplinary skills (such as critical evaluation or problem solving) and support the development of vocational competencies (such as particular communication or team skills) [2].

Development has a broader focus on learning and relates to a career rather than to a job. It emphasizes the employee's potential to acquire more capabilities.

The government supports training and development through modern apprenticeships which give young people vocational skills through a mix of on-and off-the-job training. The Investors in People award requires firms to demonstrate their commitment to training and career development for staff.

Training and development

Today people are often the key resource of a firm and their employment can make up at least two thirds of all costs. Well-managed training and development will usually add more value, often far more value than it costs. And increasingly, a firm's competitive advantage depends more on the quality of its staff than on any other factor.

You can use the Personnel Development component to maximize your employees' utility to your company. You can plan and implement specific personnel and training measures and thus promote your employees' professional development. By taking into account employees' preferences and suitability, you can increase their job satisfaction. Personnel development also sets out to ensure that all of the employees in all of the functional areas in your company are always qualified to the required standards. This is achieved by developing qualification potentials [3].

A company's personnel development needs are determined by comparing current or future work requirements with employees' qualifications, preferences and aspirations. Career and succession planning scenarios might contain personnel development measures that are geared toward finding someone to fill a specific post. Scenarios can also contain more general measures to qualify employees so that your workforce retains or furthers its professional skills and abilities, and keeps in line with technological developments.

There are two examples of already existing models of development and testing personnel.

1. Solving problems and developing plans (identifying problems, posing problems, defining problems, analyzing data, reviewing, designing experiments, planning, applying information):

Problem scenario;

Group Work;

Work-based problem;

Prepare a committee of enquiry report;

Draft a research bid to a realistic brief;

Analyse a case;

Conference paper (or notes for a conference paper plus annotated bibliography).

2. Demonstrating knowledge and understanding (recalling, describing, reporting, recounting, recognizing, identifying, relating & interrelating):

Written examination;

Oral examination;

Essay;

Report;

Comment on the accuracy of a set of records;

Make an encyclopedia entry;

Write an answer to a client's question: Short answer questions, True/False questions, multiple choice Questions (paper-based or computer-aided-assessment).

Training

Training is the acquisition of new skills and knowledge relevant to a job. Development involves the growth of an individual's wider education and capabilities within a field of employment [4]:

Induction training familiarizes new employees with their role and responsibilities. Colleagues are introduced, systems explained and the expectations of the job are clarified.

On-the-job training is arranged in the workplace through instruction and observation.

Off-the-job training takes employees away from the immediate workplace. It may be 'in-house' using the employer's facilities or 'out-house' and provided by another company or college/university.

So, in conclusion we can say that the problem of the company personnel development is a very important topic for many reasons. But we would still like to highlight new ways and types of staff development and to draw attention to the importance and relevance of the suggested solution of the problem.

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