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FOREIGN EXPERIENCE OF PROFESSIONAL PERSONNEL TRAINING AND ITS APPLICATION IN UKRAINE

In modern market relations the most important tool for ensuring the stability of the enterprise and increase of its competitiveness, is the professional development of the staff in accordance with current and future demands in external and internal environment. The ability and willingness of employees to be trained is a crucial factor in ensuring the effective functioning of the enterprise as the market of goods and services.

The study of selected aspects of staff development is reflected in the writings of such domestic and foreign scientists as: I. F. Chmiel, A. M. Yanovsky, A. N. Isaenko etc.

The purpose of the article is to analyse the current experience in professional personnel training at the enterprises and its research possibilities in Ukraine.

Staff training is the systematic process of equipping employees with theoretical knowledge, skills and practical skills necessary to perform their work [1, p. 245-247].

In the U.S., the training system is based on consideration of management activities as an independent profession, adapted to conditions of high mobility of managers. According to Lyubimova E. A. [2, p. 58-61], the advantage of involving experts with the right skills is given to the labour market or competitor-companies.

The main feature of the functioning of Japanese education system as it was stated by E. Lyubimova, A. and A. O. Drozdova [3, p. 94-96] is the concept of "flexible worker". It means that the training of workers is throughout life professional development. Professional education is carried out by using the system of training at the place of work. Foreign experience shows that the public authorities should monitor the investments for the development of vocational training skills.

In Ukraine, the system of professional training of staff at the enterprise remains imperfect and needs to be improved. The main significant part of Ukrainian enterprises feels the lack of a clear strategy of the staff development.

We can apply to the attraction of employers to participate in vocational training in Ukraine. Special attention should be paid to the needs of the economy in different levels:

- to train of students in future production activities;
- to create conditions for individualization of instruction;
- to form a stable cognitive professional motivation.

In this regard, we propose the following changes in the system of professional training in Ukraine:

Firstly, to implement the legislative level (in the form of a draft law on the participation of the employer in training and retraining of staff).

Secondly, to create a legislative level, as the mechanism of stimulation of employers in training (reduction of taxes, tax credits, etc.).

Thirdly, to create an efficient system of training and professional learning.

Fourthly, to provide motivation for investment in private vocational training of the employees by conducting effective state policy in the sphere of remuneration.

LITERATURE

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