

Ministry of Education and Science of Ukraine
Lviv Polytechnic National University



**9TH INTERNATIONAL
YOUTH SCIENCE FORUM
«LITTERIS ET ARTIBUS»
&
14TH INTERNATIONAL CONFERENCE
«YOUNG SCIENTISTS TOWARDS THE
CHALLENGES OF MODERN TECHNOLOGY»**

M a t e r i a l s

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SCIENCE FORUM WAS ORGANIZED BY:

*Lviv Polytechnic National University
(Ukraine)*

*Scientific Society of Students,
Doctoral Candidates and Young
Researchers of Lviv Polytechnic
National University*

*Students and PhD Students Board
and Union of Lviv Polytechnic
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Young Scientists Council
at the Ministry of Education
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*NGO "Association of
Ukrainian PhDs"*

*All-Ukrainian NGO
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The Materials contain original papers presenting research results in the areas corresponding to the scope of multidisciplinary International Youth Science Forum "Litteris et Artibus": computer science and engineering; geodesy, architecture and construction; electric power engineering and control systems; humanities and social sciences; economics and management; mechanical engineering, materials science and transport; chemistry and chemical technology; law and psychology; biotechnology, ecology & sustainable development.

In 2019 the Forum was organized as a joint event with 14-th International Conference "Young Scientists Towards the Challenges of Modern Technology".

All papers included in the Materials were a subject of open peer review (by at least two independent reviewers) and selected by the International Programme Committee.

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“ECONOMICS & MANAGEMENT 2019”
(EM-2019)**



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- Halanets V., Dziurakh Yu.* Development of Rural Territories in Ukraine in the Context of Decentralization: Key Problems
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- Demchuk Yu., Pyshyev S., Shved M., Gunka V., Bratash S., Sidun Iu., Pyryk R.* Development of Mathematical Model and Identification of Optimal Conditions to Obtain Phenol-Cresol-Formaldehyde Resin
- Orobchuk O., Konovalova L., Zhuravskiy Ye., Subtelnyi R., Dzinyak B.* Effect of Water Quality on Emulsion Oligomerization of C9 Fraction of Oil Refining By-Products
- Dziaman I., Kysil K., Skorokhoda V.* The Influence of the Nature of Calcium-Containing Fillers on the Patterns of Obtaining Polymer Composites for Medical Purposes
- Kukushkina K., Moskvina V., Shablykina O., Ishchenko V., Khilya V.* Antibacterial Activity Studies of Pyrazole Derivatives – Products of Isoflavones Recyclization
- Petrushyna H., Stepanova O., Shevchenko A., Zhukovska V., Karpenko V., Morenko I.* Potentiometric Determination of Hydroquinone in Natural Waters
- Hlukhaniuk A., Semenyshyn Ye., Atamanyuk V., Ivashchuk O., Dobrovetska O., Chyzhovych R., Kuzminchuk T., Kovalchuk A.* The Research of the Raw Plant Material Oil Extraction with Polar Solvents

**6th INTERNATIONAL ACADEMIC CONFERENCE
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- Dyachok V., Mandryk S.* Influence of phosphorus oxide on the process of absorption of greenhouse gases by chlorophyll-synthesizing microalgae
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- Hnatysh S., Maslovska O., Sehin T., Vasylyv O., Kovalchuk M., Popovych O., Malovanyy M.* Electricity generation with simultaneous waste water treatment by isolated bacteria from anthropogenic-created territories
- Maksimova N., Orlinska O., Chushkina I., Pikarenia D.* Ecological condition of land around regulatory basins of irrigation systems in the Dnipropetrovsk region
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Current Realities of Enterprise Personnel Training and Development

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Abstract – The training of employees whose knowledge and experience in symbiosis with effective management of their production load will allow businesses to achieve strategic goals. It is a strategic task for all the top management of business entities. Staff should understand the purpose of the training and how it can increase their productivity and thus contribute to increased satisfaction with their assigned responsibilities.

Keywords – career growth, professional training, correlation, business training, industrial park.

Introduction

In today 's unstable business environment, HR management is becoming increasingly important as a factor in improving the competitiveness of an enterprise and achieving success in implementing its development strategy. The gradual development of society, the objective changes in the development of productive forces, raise the value of knowledge and the skills of the worker. These skillsets require activation, one which is made possible because of human professional activity and fuller use of its creative abilities. Finding and training talented employees will enable businesses to achieve their goals much more efficiently thus making it a strategic task for top management of business entities of all forms of ownership.

Research results

The process of development of the personnel of the enterprise should be based on clearly defined principles, observance of which will allow us to provide comprehensive development of business qualities in the personnel, to implement an effective strategy of personnel management in accordance with the goals of the enterprise activity, and to form a single system of corporate values thus improving the organizational culture. The principles of the personnel development process should be based on the nature of the training and development of personnel in accordance with the forecasts of scientific and technical development and the ever evolving needs of the enterprise; the integrity of the development system and the flexibility to use various types and forms of staff development; availability of a system of material and intangible motivation of staff development; formation of the personnel development system taking into account the resources of the enterprise [2].

Studying at school, receiving secondary and tertiary education is a preliminary stage of a career that lasts for an average of 25 years. The main objectives of educational institutions at this stage are to provide quality theoretical and practical knowledge to ensure a gradual smooth transition from training to direct production activities.

At the same time, the conducted researches show that there is a negative tendency towards the deterioration of the level of educational and scientific training of students - future employees of enterprises, institutions and organizations of all forms of ownership, especially in the part of practical adaptation of the acquired knowledge to modern realities of doing business. For example, the materials published by the World Economic Forum on the Global Competitiveness

Index 2017-2018 [1] indicate that, despite the relatively high positions in the higher education and training component (35th place in 2017-2018 among 137 countries of the world) The quality of management schools in Ukraine is very low (88th place), as well as the level of staff training at the place of work (88th place). Ukraine ranks 51st in terms of primary education. This is notwithstanding the fact that in the presence of scientists and engineers Ukraine occupies 25th place.

Despite the relatively large number of scientists and engineers, Ukraine has a low quality of research institutes (60th place) and the ability to innovate (51st place), which is confirmed not only by the lack of cooperation between universities and industry in research and development (73rd place). low level of R&D spending (76th place) and government procurement of high-tech products (96th place), but also the actual inability to retain and attract talent in business (respectively 129 and 106 seats).

For a more detailed analysis, using the formula for calculating pair correlation coefficients and official materials of the State Statistics Service of Ukraine for the years 2010-2017 [5], the following correlation was established between the quantitative indicators characterizing the level of educational and scientific training of specialists (number of graduates from institutions higher education, X_1 ; number of persons who graduated from the postgraduate study, X_2 ; number of people who have completed doctoral studies, X_3) and total gross domestic product (Y) [4]:

- $r_{yx1} = 0.839$ - according to the scale of the relationship of variables, the relationship between Y and X_1 is considered to be high and therefore the impact of this factor on the final result is significant;

- $r_{yx2} = 0.7648$ - the relationship between Y and X_2 is considered above average;

- $r_{yx3} = -0.5691$ - The relationship between Y and X_3 is considered average.

The calculations show that an increase in X_3 (the number of people completing doctoral studies) has a negative impact on the overall resultant indicator Y (gross domestic product at constant 2010 prices). Therefore it can be argued that in the current conditions of development of science in Ukraine, sustaining your dissertation for the degree of Doctor of Sciences is in some cases only theoretical in nature, without the possibility to implement the results obtained in the practice of domestic economic entities of all forms of ownership. As a consequence, the rate of increase in the level of remuneration of employees who successfully sustained their dissertation far exceeds the rate of increase in their productivity and efficiency. In some cases, the dissertation highlights relevant issues for society and business and it provides an effective mechanism for solving them. Even at the stage of preparation of the dissertation, the doctoral students have a tendency to opt for foreign companies in order to ensure the further export of their intellectual potential.

The results obtained suggest that the knowledge acquired by the modern scientific community that has remained in Ukraine, in most cases, is theoretical in nature and is not possible for effective use of business in today's volatile internal and external business environment. Therefore, even when receiving an honorary diploma, a student may have a low level of competitiveness in the relevant segment of the labor market. This is due to the fact that after employment the management of the business entities is forced to spend additional money and time for the adaptation and training of young professionals already in the workplace.

Given this, it would be advisable to consider the possibility of practical adaptation of the knowledge acquired by students during their studies in educational institutions. Yes, it is necessary to carry out measures on practical training of future specialists in economics and management from the third course of preparation of students of the first (bachelor) level of

higher education [3]. By the example of the Kherson region we can state the fact that today, in the presence of the appropriate legislative mechanism in this direction, the Kherson State University can cooperate with the leading enterprises of the region: LLC "Amalthea" and its partners, auto holding "Avtoplaneta" (LLC "Avtoplaneta Plus", LLC Kherson Center, Volkswagen Center Kherson LLC). Experts of the Department of Economic Development and Trade of Kherson Regional State Administration, Kherson Regional Inter-branch Council of Trade Unions and Kherson Regional Organization of Trade Union of Textile and Light Industry Workers are ready to accept and share practical experience on a free basis.

Thus, during the internship and participation in business trainings, which will be conducted by experienced specialists of Amalthea LLC, students of the Faculty of Economics and Management of Kherson State University will be involved in the development within the industrial park of perspective business projects for the development of objects that are of strategic importance for the economy and security of the region and the country as a whole. As a result of the internship, students will have to present the developed projects and prove their validity and economic feasibility. In the implementation of these measures, all participants receive appropriate encouragement from the management of Amalthea LLC, and the best group of students will be entitled to work at this enterprise. Also, students who will be involved in the implementation of the project, for example, in the specialty 073 "Management" will be able to test in practice and check the relevance of the acquired knowledge in the complex of disciplines of professional and practical training, such as: "Management and administration" (23.5 credits ECTS according to the curriculum), "State and Regional Administration" (4,5), "Marketing" (3,5), "Logistics" (3), "Organizational Behavior" (3), "Business Management" (3), "Communicative Management" (3).

Conclusion

The current state of the training of personnel in domestic educational institutions requires the introduction of effective sets of measures for the adaptation of the obtained theoretical knowledge to the practical activity of enterprises, institutions and organizations of the respective fields of activity. In order to maximize the effectiveness of investing monetary assets and time resources in training and further professional development of the individual, it is necessary to ensure the development of an appropriate motivational strategy. The individual must understand the purpose of the training and how it can increase his or her productivity and thus contribute to the increased level of satisfaction with the fulfillment of the functional responsibilities. Top management of business entities of all forms of ownership should create conditions that will encourage staff to learn. This is possible due to the development of an effective model of employee evaluation and the creation of a direct dependence of the results obtained to the amount of payroll.

In order to stimulate business participation in these activities, it would be advisable to borrow the experience of the leading countries of the world and allowing the reduction of the amount of financial result (before taxation from the business activity of the enterprise) by double the amount of expenses spent for the employees of additional education (in institutions of higher education) thus making the subject of management more efficient and practical.

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