

## SYSTEM OF PROFESSIONAL EDUCATION AS A MAJOR FACTOR OF IMPACT ON THE EFFECTIVENESS PROVISION OF PERSONNEL

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In article the author analysed the main modern scientific approaches to concept the definition «providing of personnel». The main characteristics of personnel are analysed: profession and qualification. It is investigated that efficiency of staffing is reached in case of vocational balance. Defined that a major factor of influence on efficiency of staffing is an education level. Investigated the modern system of vocational education, its complexity and inadequacy of the labor market.

**Key words:** personnel, provision of personnel, profession, qualification, higher education, the system of professional education.

## СИСТЕМА ПРОФЕСІЙНОЇ ОСВІТИ ЯК ОСНОВНИЙ ФАКТОР ВПЛИВУ НА ЕФЕКТИВНІСТЬ КАДРОВОГО ЗАБЕЗПЕЧЕННЯ

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У статті проаналізовано сучасні наукові підходи щодо визначення поняття «кадрове забезпечення». Проаналізовані основні характеристики кадрів: професія та кваліфікація. Досліджено, що ефективність кадрового забезпечення досягається у випадку професійно-кваліфікаційної збалансованості. Визначено, що основний фактор впливу на ефективність кадрового забезпечення – рівень освіти. Досліджено сучасну систему професійної освіти, її складність та невідповідність вимогам ринку праці.

**Ключові слова:** кадри, кадрове забезпечення, професія, кваліфікація, вища освіта, система професійної освіти.

**PROBLEM STATEMENT.** Reforming Ukraine's economy in the last decade aimed to developing a market economy. Restructuring of the economic mechanism in the industry was significant increases in the number of enterprises complete their economic isolation, transfer the entire spectrum of decisions on the level of the enterprise. But at the same time, despite the growth rate of GDP growth in recent years, the economic situation in the country is improving slowly, there is a significant reduction in output in most industries, the low technological level of equipment, depreciation of fixed assets, the lack of qualified professionals, aging staff.

One of the main obstacles to the country's economic growth is a slow process of change at the enterprise level, because the exit from the stagnation of the domestic market one of the most important issues for businesses is the lack of qualified personnel. Thus, current economic conditions need awareness of the fact that a person is an essential element of social production.

The methodological basis of this study is a comprehensive analysis and a systematic approach to the study of primary sources and literature in the field of staffing and development of the system of vocational education. The question of theoretical and applied aspects of staffing companies covered in the publications of authors: O. Bogdanov, O. Guba, A. Dejneka, V. Tkachuk. The development of higher education are researching V. Andruschenko, V. Zhuravskiy, V. Zaychuk.

The main objective of this research is a detailed analysis of contemporary concepts of «provision of personnel» to determine what the main factors

influencing the efficiency of staffing is the education's system.

**EXPERIMENTAL PART AND RESULTS OBTAINED.** Cost-effectiveness of any business depends on how effectively implemented creative potential of employees mobilized all their capabilities, rationally organized labor process [1]. Radically change the paradigm of social development is the theoretical basis for reconsideration of initial methodological and practical provisions with rationale for a systematic approach to existing problems to be solved through effective policy formation of staff resources, infrastructure development training that could be useful in the domestic and global labor markets. A. Morita, says no theory, program or government policy cannot make a company successful – it can only people can make it [2].

The term «personnel» is universal and applies to all areas of activity; therefore you can find a variety of scientific approaches to its definition. Thus, in the broadest sense, definition of personnel covered the whole set of able-bodied citizens, or permanent, trained personnel of the various areas of state and local governments, employees of enterprises, institutions and organizations to ensure compliance with their duties [3]. A more narrow approach this term identifies only part of workers – professionals or skilled workers and work experience [4].

According to Kotelnika Y., personnel are the basic unit of organizational-economic mechanism of the enterprise; employees of the company with a complex set of economic, social, psychological qualities and professional qualification, sexual, age and other characteristics [5].

The main characteristic of personnel is a profession and qualification.

Profession means kind of work that requires special theoretical knowledge and practical skills and is a source of livelihood [6]. Profession have a significant impact on the livelihoods of people, way of life, behavior and value system.

Qualification – is the degree of preparedness of each employee to perform his professional duties (functions). Qualification determines the level of skills of workers and characterized klassnost, seniority, length of training, more. Workers' skill level is divided into four groups: highly skilled, skilled, semi-skilled and unskilled. Skilled labor is paid higher than unskilled for skilled labor per unit of time creates more value and requires time for special training, acquiring skills and employee skills [7].

The concept of profession and qualification as defined Classification of professions (CP) that are part of the state system of classification and coding of technical, economic and social information. It is designed according to the Resolution of Ukrainian Cabinet of Ministers of 04.05.1993 y. №326 «On the Concept of development of national statistics of Ukraine and the State program of transition to international accounting and statistics». In developing the CP was adopted on the basis of the International Standard Classification of Occupations 1988 y. (ISCO-88: International Standard Classification of Occupations, Geneva), which recommended that the International Conference of Labor Statistics of the International Labour Office for transferring national data system that facilitates the international exchange of professional information [8].

Profession characterizes a certain type of work in one of the industries requiring complex corresponding specialized knowledge and practical skills required to accomplish it. In most professions distinguish

specialties that require additional knowledge and skills to perform at a certain section of the industry. Qualification – a combination of knowledge and skills to perform the appropriate level of complexity in certain areas of production [8].

Therefore, for effective development companies need to consider not only the relationship of quantitative and qualitative characteristics of the training company, but, above all, their potential to ensure the achievement of long-term development objectives. In terms of today's crucial role in this development is to ensure the process by professional and qualified personnel. Thus, selection and placement of personnel designed to solve two related problems: appointment to the positions most skilled workers and location for each respective professional areas of work.

Seredinskiy V. notes that any HR processes must be distinguished strategic component – «personnel policy» of tactical – «provision of personnel» [4].

This staffing of all economic sectors in the the Project Concept of personnel policy in modern Ukraine was among the priorities of HR policies in the socio-economic sphere of society [9]. According Lazanovskoyi K. «provising of necessary personnel is one of the important conditions for the production and growth of commodity production» [10]. However, studies on provision of personnel of company with substantiated performance staffing conducted relatively little that, firstly, causes urgency, and secondly, requires effective use of measures to fully meet the needs of enterprises in frames.

A. Lynenko in their research identifies two areas to ensure effective enterprise workforce: an analysis of the number and structure of the labor force and movement of labor force [11]. Modern scholars give their own definition of «provision of personnel» (table 1).

Table 1 – Modern scientific approaches to the definition of «provision of personnel»

The author	The definition
Krasnonosova E. Kotelnikova Y.	Provision of personnel – ability of the enterprise to realization of requirements for human resources by carrying out a number of actions for the purpose of achievement in certain conditions of the planned results [12]
Tkachuk V.	Organizational-economic mechanism staffing industry enterprises by working professionals is a regulated system of social, financial, organizational, economic and informational objects in interaction with each other in a particular market situation, make provision industrial workforce [12]
Kolpakov V.	Under Provision of personnel of the system of vocational education refers to the required quantity and quality of its employees (staff or personnel). The need for this stock in time and space organized activities defined marketing (strategic) personnel are part of personnel policy in the education system, which in turn is determined by the state personnel policy [12]
Tkachuk V.	Involved and not involved in the social production of human resources that currently qualify as not applicable, is a source of satisfaction to the needs of industry personnel, and the process of meeting the needs entitled "provision of personnel of industry" [12]
Deyneka A., Zhykov B.	Provision of personnel of management system is understood as necessary quantitative and qualitative structure of employees of HR department of the organization [16]

Thus, provision of personnel is a series of activities designed to attract candidates who possess qualities, necessary to achieve the objectives, that facing the enterprise, with the modern system of staffing the organization must be associated with the development and implementation, including planning, selection, hiring, placement manpower; adaptation, learning and training employees; promotion, career, work methods and incentives; working conditions; formal and informal communication; consultation and negotiation; overcoming conflicts in the team.

The main factors influencing the effectiveness of security personnel are educated. In recent years in connection with shortage of funds for the contents, lack of heating, the electric power, water supply and other types of the resources, the essential reduction of number of pupils caused by unwillingness to get not prestigious on stereotypic perception of society engineering and working professions the working hours of institutions of vocational training are broken, admittance of students in educational institutions I-II of levels of accreditation (technical schools, schools, colleges) decreases.

Miscalculation of higher vocational education, not adapted to the future needs of the economy, led to the fact that most of the youth has low competitiveness due to lack of professional knowledge, lack of necessary skills and employment skills.

As stated in the law of Ukraine "On Higher Education" the higher education is the level of education that is acquired by a person in high school as a result of consistent, systematic, purposeful process of mastering the learning content based on secondary education and completed acquisition of specific skills on the basis of state certification [17]. According Andrushchenko V. Zyazyuna I., Kremen V. [18], suggesting that higher education be interpreted only as the acquisition of higher specialty training is not quite adequate, because the main purpose of education, as written in the Law of Ukraine «On Education» this is the development of the human person as the highest value of society and its ability, integrity [17]. Analysis of the literature shows that the definition of «higher professional education» consumed mainly as a synonym for educational training of a man who is preparing to perform certain professional functions, duties. One of the main objectives of vocational education, according to scientists, is to create conditions for the capture of certain professional activities, receive training (or in some cases - retraining) to enable people in public life according to their interests and needs. And for every person of professional education is a means of self-expression and self-assertion of the individual, and as a means of self-defense and social adaptation in a market economy.

The professional education is almost always associated with the appropriate skills, ie ability, the ability to do something, to act, to work.

Korzhuyev A., Popkov V. to determine in higher professional education important social and public institution, which serves as training the younger generation to solve future professional challenges on the field and provides a rather high level of development of different skills and abilities of their continuous improvement [19]. Unlike general education, professional education has a specific purpose, that purpose, that adapts the one who learns to features selected areas of interest in the implementation abilities and interests of the individual.

Professional education should not only provide highly specialized training, but also to shape personality, teach a man to modern forms of communication, to prepare her for life in a world that is changing rapidly develop her ability to constantly learn new information and make effective decisions. Відповідно до цього професійна освіта має розглядатися як система знань, вмінь, навичок, а також професійної свідомості, яка характеризує різні сторони соціальної поведінки особистості професіонала.

Conditions for the formation of professional knowledge, abilities, skills, and professional consciousness depend on the organization and quality management professional education, an appropriate legal framework, competence of the teaching staff, methodology of the educational process, etc. Therefore, professional education should be considered as a set of pedagogical, organizational and managerial measures to ensure mastery of citizens knowledge and skills in their chosen field of professional activity, the development of competence and professionalism, education and general professional culture and consciousness.

The Convention on technical and professional Education, adopted at the UN Conference in Paris 10.11.1989 y., was determined that technical and vocational training covering all forms and levels of education process, including, in addition to general knowledge, learning techniques and disciplines that relate to it, practical skills, «know-how», forming relationships and understanding of the issues that related occupations in various sectors of economic and social life.

Considering the vocational education as a pedagogical system, their structure may be divided into the following subsystems-levels: Primary vocational, average vocational, higher professional, postgraduate and additional professional education [20] (Figure 1).

The combination of basic levels of professional education with additional and postgraduate professional education ensure compliance with the principle of continuity of education that now dominates in most educational systems of the world, including Ukraine. Primary vocational education can be carried out in secondary schools in the process of career counseling, operation of specialized classes in-depth study of certain subjects or primary pre-professional training in elective courses, in various groups, as well

as training centers, technical schools, in all sorts of special courses or in companies and organizations. The secondary education acquires at technical and vocational schools of various types and structures (schools, vocational training centers, etc.). In these schools can not only gain a specialty, but also to get complete secondary education. They prepare professionals for more than 800 workers. A special place in the preparation of highly qualified personnel belongs to educational institutions.

Higher vocational education can be obtained at higher educational institutions of III-IV accreditation

levels (classical, technical and pedagogical universities, academies and institutes); in public higher education I-II accreditation levels (technical college); higher education institutions based on other forms of property.

The system of higher education is able to provide places in higher education 35% graduates of secondary schools. In addition, vocational education may be to improve postgraduate education and training by strengthening, expanding and updating professional knowledge and skills or to obtain other profession, specialty gained from earlier educational qualification and experience.

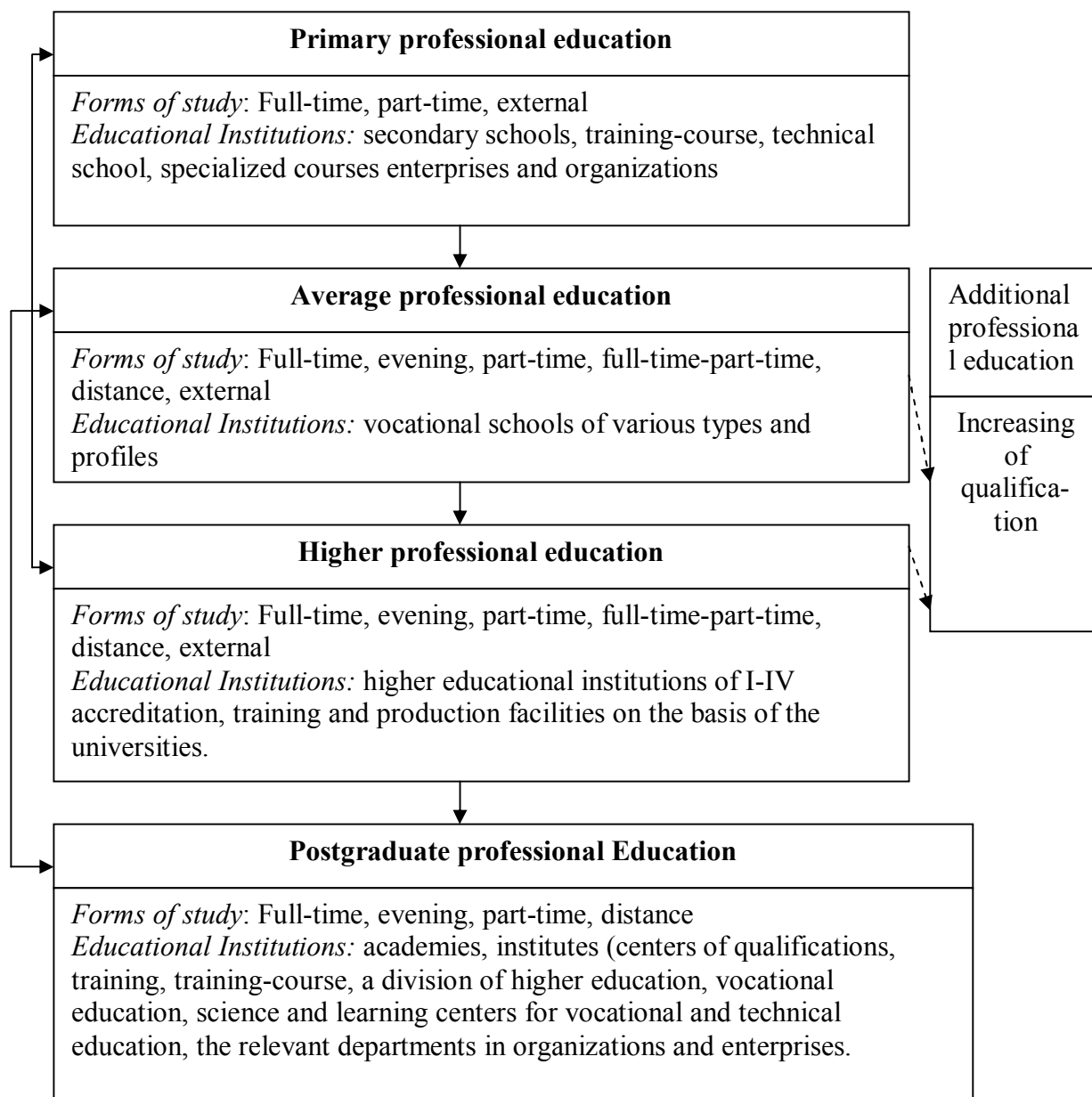


Figure 1 – The System of vocational education in Ukraine

Thus, professional education differs from general education nature and direction of the resulting knowledge and skills, the formation and improvement of personal attitudes and traits that are consistent with the elected person profession and specialty. Given the

above, in the interpretation of the concept of "higher professional education" we consider that the result of this training is not only the level of mastering such a systematic set of knowledge, skills and ways of life that provide specialist able to decide independently and

responsibly research and practical tasks creatively using and developing the achievements of culture, science and technology, but also the professional formation and development of personality.

CONCLUSIONS. In summary, the following conclusions, that the effectiveness of provision of personnel is achieved in the case of vocational qualification balance. It is proved that the education system can assist in the education of professional and trained personnel for the labor market. The framework of vocational education demonstrates the complexity of the system as the control object, as it includes present-subsystem level, which, despite the similarity of used forms of learning, sufficiently distinguished by educational institutions. Under these conditions, it is the state should take over the functions of forming and maintaining a system of continuous professional education, setting benchmarks within the national education policy and organizing and coordinating the activities of all elements of the system so as to achieve the priority areas of economic development of Ukraine.

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#### СИСТЕМА ПРОФЕССИОНАЛЬНОГО ОБРАЗОВАНИЯ КАК ОСНОВНОЙ ФАКТОР ВЛИЯНИЯ НА ЭФФЕКТИВНОСТЬ КАДРОВОГО ОБЕСПЕЧЕНИЯ

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В статье проанализированы основные современные научные подходы к определению понятия «кадровое обеспечение». Проанализированы основные характеристики кадров: профессия и квалификация. Исследовано, что эффективность кадрового обеспечения достигается в случае профессионально-квалификационной сбалансированности. Определено, что основной фактор влияния на эффективность кадрового обеспечения –

уровень образования. Исследована современная система профессионального образования, ее сложность и несоответствие требованиям рынка труда.

**Ключевые слова:** кадры, кадровое обеспечение, профессия, квалификация, высшее образование, система профессионального образования.

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