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Міністерство освіти і науки України
Національний університет біоресурсів і
природокористування України
НДІ техніки і технологій
Механіко-технологічний факультет

Представництво Польської академії наук в Києві
Відділення в Любліні Польської академії наук
Академія інженерних наук України
Українська асоціація аграрних інженерів



122 річниця НУБІП України присвячується

***ЗБІРНИК ТЕЗ ДОПОВІДЕЙ
V МІЖНАРОДНОЇ
НАУКОВО-ПРАКТИЧНОЇ КОНФЕРЕНЦІЇ
«СУЧАСНІ ТЕХНОЛОГІЇ АГРАРНОГО ВИРОБНИЦТВА»***



***6–7 листопада 2019 року
м. Київ***

УДК 631.3.077

ADMINISTRATION OF ENGINEERING PERSONNEL OF TECHSERVICE ENTERPRISES

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Modern state of Ukrainian system of administration staff due to the specific conditions of the transition period. Its main features is the virtual absence of linkages and lack of coordination of their joint activities, the instability of the legal and regulatory framework, lack of economic and political stability, freedom of economic activity, and the like. Level of qualification training of Russian engineering experts of the enterprises of technical service is coordinated with the requirements of international labour markets.

System administration engineering staff at most of the enterprises of technical service are obsolete and do not meet the time requirements. To prevent the recurrence of past mistakes, you must enter the planning capacity of engineering personnel, particularly its natural movement (release for health reasons, retirement age, etc.). This process requires a lot of effort, but their costs will give a positive result in the future, but a pre-enhanced staff capacity, improving its competitiveness and preparing a decent reserve staff will prevent many unnecessary costs.

However, it is not necessary to forget and about quality of training not only workers, but also staff in managerial positions, as the market of services for training and retraining of senior managers in the future will occupy a worthy place alongside regular educational services.

Programs that will use leadership training needs to reflect the experiences of leading foreign enterprises to take into account time requirements to be focused on improving management efficiency. In Ukraine there are a number of pressing problems that need to be addressed today. A significant part of these problems

associated with the formation of enterprises human resource capacity. Under the condition of increase of efficiency of formation of personnel potential it is possible to find such methods which will allow you to create collectives of the enterprises and with minimal cost will bring the expected profit. With this purpose you should use the experience of developed countries.

There are several basic models of management – the classical Japanese and American models, the EU model, each of which has its own characteristics and combines some elements from other models. They differ as to the interpretation of activities, and motivating employees, as well as methods of interaction with the staff and influence on him. Ukraine is facing a choice where to move on, so using of foreign experience and based on Ukrainian realities and mental characteristics of each model should use the best approaches that will achieve the desired effect at the lowest cost. The study and generalization of world experience of effective staff management will provide an opportunity to identify the main aspects that deserve the attention of local economists-practitioners and scientists. Today in world practice are used several basic models of personnel management.

The most common is the American model. On the other hand, the Japanese model of personnel management has a growing impact due to the success of Japanese producers. However, since the Japanese model is largely due to the Japanese culture, which has its own unique features, not all of their elements in the sphere of personnel management can be successfully extended to other countries.

In any case, American and Japanese model are usually regarded as those that are on different poles in the first place, from the point of view of orientation to individualism (USA) and collectivism (Japan). In turn, the European model also has important distinctive features.