

«Lifelong learning» in the context of human resource management at the industrial enterprise

Bukharina L.M.

Professor, Head of Department of Management of Organizations and Logistics
Zaporizhzhya National University

Motyka A.O.

Student
Zaporizhzhya National University

Human forces are an important factor of production. Their performance depends on how efficiently and effectively the company will carry out its activities. Company's management first of all must face the task of effective human resources management for the long term.

The process of strategic human resource management is very important because it provides the company with highly qualified personnel, creates conditions for increase of force productivity and ensures the use of motivation means and control, balancing the interests of the company and its human resource management. As a result the overall efficiency of the organization is going to increase. But at the same time, strategic human resource management is a complex and dynamic process. The company is facing a number of obstacles that require timely detection and response while their implementation.

Human resource management in the PJSC «Zaporizhstal» is quite effective. There is developed and implemented systematic approach of planning the human resources

management. All activities have a complex nature and complement each other. There has been solved the question about career development of employees, created favorable climate in the team, which promotes the growth of labor productivity. However, this system of personnel development is limited, despite the world focus of modern Ukrainian development.

The system of personnel training and retraining in the metallurgical organization should be based on the world experience, namely, implementation a strategy «lifelong learning».

The system of employees, staff and workers training in the PJSC «Zaporizhstal» should be permanent and carried out during the whole labor activity. The employees should be interested in their development for more effective learning. Management of the company needs to improve the climate that will promote learning. The costs of staff training should be considered as investment in fixed capital, could make it easier to respond to current challenges of the economic environment.