

## POINT-MODULAR PERSONNEL TRAINING

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At any stage of the life cycle of the enterprise personnel management belongs to the most significant, because it is staff cohesion, productivity, motivation on which depends the achievement of strategic, tactical and operational challenges facing the company.

In most enterprises, the classical scheme of personnel training in the form of mentoring for beginners and corporate trainings for experienced staff has formed, but in the process of activity it is revealing that it is becoming less effective. Therefore there is a need in the selection and application of new forms and methods of staff training. It is necessary to clearly define what skills the employees need at the present time, to prepare a point-directed program of training activities aimed at the needs and capabilities of staff to carry out this program, to assess implementation of the whole training, and each block. Employees want to work with them systematically and at different levels, and the satisfaction of all production staffing needs within the competence of the manager.

Modular training requires a clear structuring of educational information, training content and organization of work, with full, logically complete blocks (modules). A module coincides with the theme of learning.

However, in contrast to the topics in the module all is measured and evaluated: job, jobs, starting, intermediate and final level of the participants. In the module learning objectives, tasks and levels of studying this module, named skills are clearly defined. In modular training all is pre-programmed: not only the sequence of the training material, but also the level of assimilation and control over the quality of learning.

Technology of modular training has arisen in opposition to the traditional educational system, which ignores individual differences and human learning requires the same amount of educational material for the same period of time by all participants. The concept of this system of training was developed by experts of the International labour organization (ILO) on the basis of the most progressive and effective educational systems of the European States. Today, the system of modular training has been used successfully in many countries of the world.

Thus, the purpose of the point-of module teaching personnel will be achieved – staff for a short period of time will gain the required qualification level with the requirements of the competitive environment and prospects of development of the enterprise.