

**Vedernikov M.D.,**  
***dr.sc.(econ.), professor, head of the department of***  
***human resource management and economy of work***  
***Khmelnitsky national university***  
**Larycheva H.V.,**  
***senior lecturer, department of personnel***  
***management and labour economics***  
***Donetsk national university (Vinnytsia)***

## **METHODS OF THE PERSONNEL TRAINING ORGANIZATION IN THE CONDITIONS OF THE ENTERPRISES FIXED ASSETS COMPELLED MOVEMENT**

For the last several years the Ukrainian society and economy appeared in the extremely difficult and poorly controlled conditions. The prolonged political and public conflict which captured east areas of Ukraine, led to an unstable situation and put a large number of the enterprises and productions of Donetsk and Lugansk areas of all forms of ownership on a survival side. Those productions which could move the fixed assets to the safe territory, faced a large number to problems, including need of the fast adaptation of the personnel to new conditions, the organization of distance learning and retraining of the personnel, transfers of the previous experience, adaptation, the organization of new knowledge bases.

As the purpose of this work acts search of effective methods of the personnel training organization in the conditions of the enterprise fixed assets compelled movement.

A theoretical and methodological basis of research are fundamental provisions of the modern economic theory, scientific works of scientists, standard and acts of Ukraine concerning training of the personnel. In the course of research such methods were used: the system analysis (for identification of the created operating conditions of the enterprises and the directions of the personnel training organization), sociological (at research of opportunities of the effective personnel training organization), modeling and forecasting (for the purpose of definition of the main directions of realization of a training technique for providing a production activity of the enterprises in the conditions of the compelled movement).

Conditions in which there were enterprises as a result of the political and public conflict compelled to evacuate the fixed assets on the controlled territory are defined. Estimation of cost damaged compound production, municipal, social, transport, power and other infrastructure are indicative, and consequences of the caused damage will negatively influence the general condition of a situation for a long time. Employees of the moved enterprises appeared a choice – to move with the enterprise, or to remain without work. Some companies offered the personnel possibility of remote performance of the functions, but such alternative satisfies not to every professions and further remains to be an open question.

Possibilities of the solution of certain problems through the organization of the accelerated training of the personnel on the basis of simple and effective methods which don't need considerable expenses of finance and time are considered. The personnel in most cases appeared in a situation of the broken communicative links between employees, sometimes on the verge of a panic situation with a lack of necessary knowledge and experience, loss of databases and the equipped workplaces, important documentation and techniques of work. For this reason, in our opinion, the effective organization of the accelerated training of the personnel with use of modern techniques and information technologies, the system of rapid response to a lack of professional knowledge and abilities, work of psychologists and sociologists, will allow the enterprises to overcome a crisis situation in work of own personnel in new difficult conditions.

Creation of the working group of the available experts which will be engaged in a choice of methods and direct carrying out training where it is expedient to include is offered: conferences online, creation of electronic personal databases, exchange of experience with partners, modeling of production situations, courses. Participants of the working group have to analyse the general questions and formulate a number of more concrete:

- the main needs in training, from the point of view of requirements of business and vision of the management, and also the employees;
- total of the personnel who needs to be taught;

- into what educational groups it is expedient to divide employees;
- what categories of the personnel can be involved in performance of duties of the internal trainer and how it is possible to prepare them for it;
- main subjects of training and their quantity.

It is designated that only complex, systematic work on the existing problems will allow in due time and is effective to restore work of the personnel during the crisis period and to lay the foundation of the further stabilization and restoring policy.

Scientific novelty consists in determination of difficulty in functioning of the enterprises which were moved on other territory in the conditions of the political and public conflict, development of methods of the accelerated training of the personnel for the purpose of effective use of limited resources.

The received results of research are the prerequisite for the solution of practical problems concerning the organization of effective training of the enterprises personnel which were compelled to move the production to other territories.

**Keywords:** personnel training, the organization of the accelerated training, the political and public conflict, a financial and economic crisis.

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