

Summary

Subject matter: Organization of the system of personnel training and development in an organisation

Author: Shtan' V.V.

Supervisor of studies: Gorbunova M.A., candidate of political science, chair of creative and innovative management and law.

Customer organization: Volgodonsk branch №5221 of “Sberbank of Russia”, plc.

Topicality of the research is that the organizations that intend to retain their competitiveness need to pay close attention to the issues connected with the training of their personnel. Today a company needs to retain flexibility in all the spheres of its activity including professional personnel development and training.

Objective of the research is to study the theory and experience of the organization of the processes of training and development of employees in modern organizations, and also develop on the basis of the analysis of the existing system of personnel training and development in Volgodonsk branch №5221 of “Sberbank of Russia”, plc practical recommendations on the improvement in the processes of training and personnel development in an organization.

Tasks:

- to consider the theoretical foundations, main notions of personnel training and development in modern organizations;

-to study the methods and forms of the system of personnel training and development in organizations;

-to consider the organization of the system of personnel training and development in Russian and foreign organizations;

-to examine the specific features of personnel management in “Sberbank of Russia”, plc and its Volgodonsk branch №5221;

-to study the practical aspects of training and the problems connected with personnel management in the organization under examination;

- to develop and propose recommendations on the directions of the improvement in personnel development and training in Volgodonsk branch №5221 of “Sberbank of Russia”, plc.

Theoretical and practical significance of the research is that its result can be used in further development of the theoretical and methodological problems of personnel management, in the comprehension of personnel processes taking place in modern organizations, in the diagnostics of the most acute problems of the personnel work and the determination of the ways of their resolution, and also the development of recommendations on the improvement in the indicators of the effectiveness of the work activities of employees, ways of the improvement in the system of personnel training and development.

Results of the research: it is proposed to accelerate and improve the process of adaptation, to cut tuition costs, to increase the level of personnel motivation to training and development, to broaden opportunities of career development.

Recommendations:

- to entrust one of the employees of the HR department with the duty of the organization and coordination of the system of personnel adaptation;

- introduction of a special bonus for mentoring;

- organization of the requested training, including psychological, of the mentors.

- It is recommended to make more active use of career development as one of the means of motivation;

- to introduce the job of a specialist in career planning;

- to introduce the assessment of the professional suitability of specialists;

- to use a whole complex of active methods of personnel training;

- to cut the costs of personnel training and development it is recommended to intensify cooperation with financial universities that turn out potential bank employees. As a result of such cooperation the university gets the chance of employment by offering graduates vacant jobs on the competition of training, the

bank, through, in its turn, gets trained personnel, that docs not need huge additional costs for their training