Al-Farabi University

- **Human resource development**
- Department of Management
- Course " Human Resources management

Human resource development

01 Human Resource
Development System.

02 Training as a
form of
personnel
development.

03 Personnel development
management

Human resource development

Personnel development is a complex of interrelated activities, including strategy development, career management, professional growth and staff training

Развитие персонала – комплекс взаимосвязанных
действий, включающих разработку стратегии, управление карьерой, профессиональным ростом и обучением персонала

Human resource development

The fundamental principles of the personnel development system in the organization are

✓ the holistic nature of the personnel development system, ensuring the systematic use and continuity of specific types and forms of personnel development

✓ flexibility of the applied forms and methods of personnel development, the possibility of their element-by-element application, division into stages

✓ professional, social and material incentives for the development of human resources

✓ specifying the capabilities and needs of the organization in the development of personnel based on the socio-economic characteristics of its activities

Human resource development

Human capital is the result of education, upbringing and the acquisition of labor skills in the form of intellectual abilities and practical skills.

HUMAN CAPITAL

It manifests itself in the form of knowledge, abilities, working and managerial skills

It is impossible to feel or see it, so it is not subject to wear and amortization

The accumulation of human capital continues uninterrupted

Investments in human capital are associated with a specific person

Human resource development

The functions of the personnel development system include:

- Assessing the professional and personal level of employees, determining their training needs.

- Motivating staff for training.

- Choice of approaches and teaching methods, and control over the acquisition of knowledge.

- Organization of training and control events.

- Analysis of results for further work with staff

Human resource development

Successful companies are those that manage to harmonize their strategic goals with the life and career goals of their employees.

Professional development is the acquisition by employees of new competencies, knowledge, skills and abilities that they use or will use in their professional activities.

Vocational training is the process of forming specific professional skills among employees of an organization through special training methods.

Personnel training is a purposeful process of mastering the knowledge, skills, abilities and ways of communication under the guidance of experienced teachers, specialists and managers necessary to work in accordance with established standards, as well as preparing employees for more complex work.

Human resource development
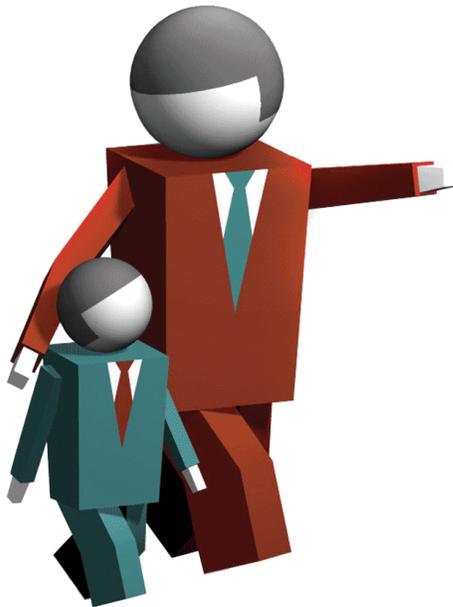
The learning objectives can be described as follows:

- maintaining and increasing the level of personnel qualification, taking into account the prospects for its development;
- growth of productivity and quality of work of the personnel;
- preservation and effective use of the company's potential;
- increasing the competitiveness of manufactured products;
- increasing the level of labor motivation of personnel;
- strengthening corporate culture;
- increasing the level of commitment of employees to their organization;
- creation of conditions for professional growth of employees and their self-realization;

Human resource development

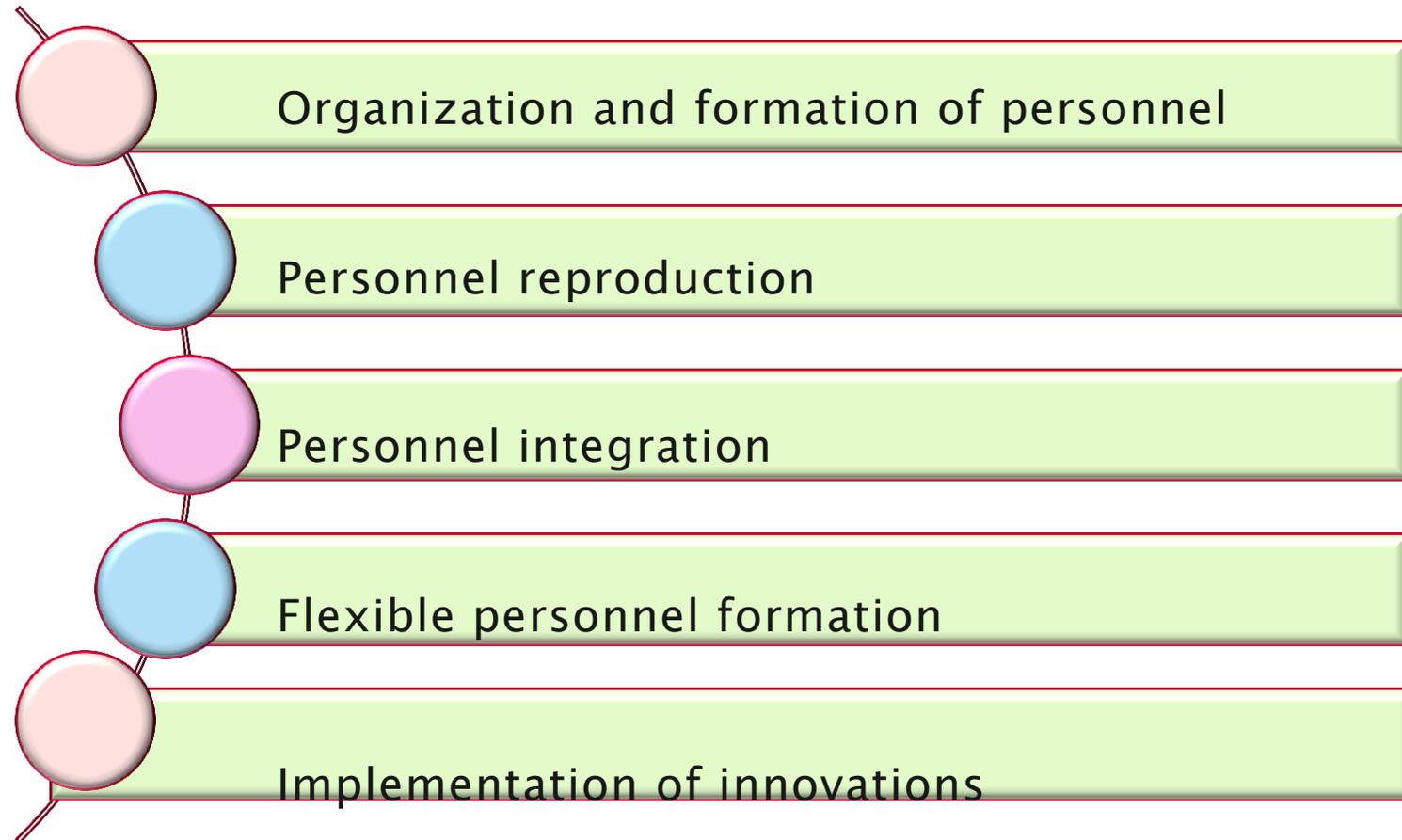**The subject of training are**

Knowledge

Ability

Skills

Behaviour

Human resource development
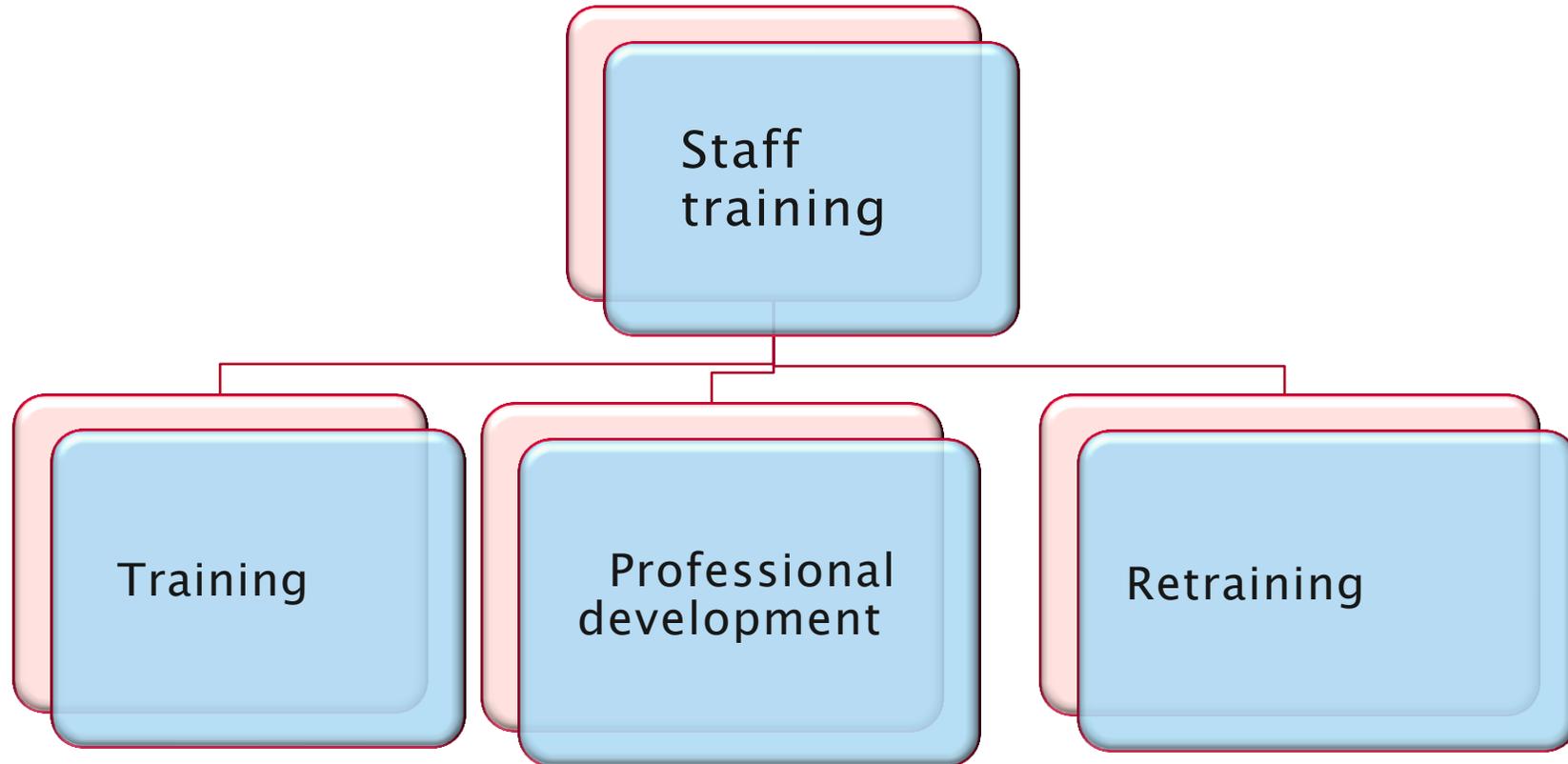
Learning objectives from the employer's point of view

Organization and formation of personnel

Personnel reproduction

Personnel integration

Flexible personnel formation

Implementation of innovations

Human resource development

Learning objectives from the employee's point of view

Maintaining an appropriate level and improving professional qualifications

Acquisition of professional knowledge outside the scope of professional activity

Capacity development

Human resource development

There are three types of training

Staff training

Training

Professional development

Retraining

Human resource development

Types of training

Without interruption of production

+

With a break from production

➡

Result
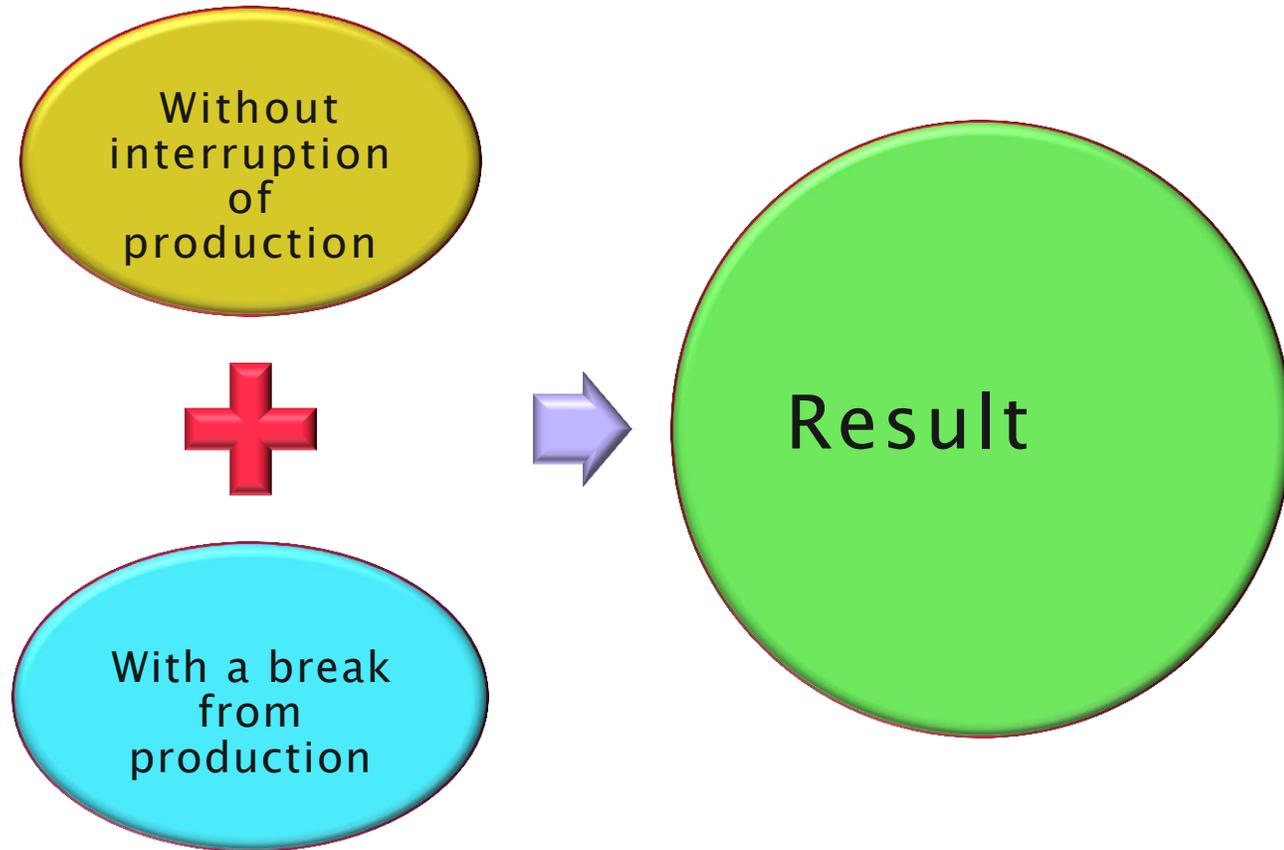
Human resource development

Intracompany training - *a special scheme organization of employee training.*
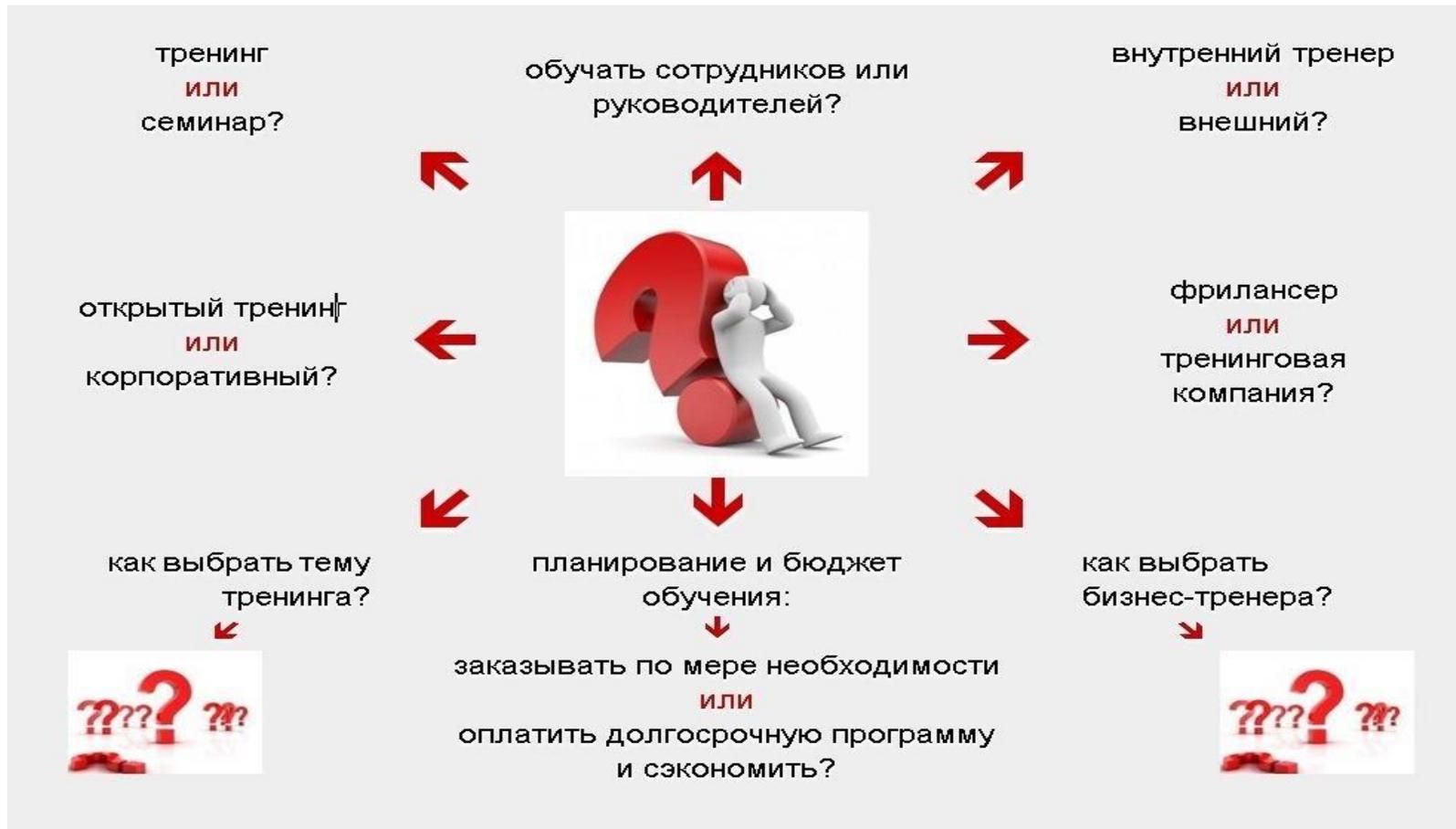
In-company training programs are created specifically for a particular enterprise and are focused on the development of personnel and preparing them for changes in the organization

тренинг
или
семинар?

обучать сотрудников или
руководителей?

внутренний тренер
или
внешний?

открытый тренинг
или
корпоративный?

фрилансер
или
тренинговая
компания?

как выбрать тему
тренинга?

планирование и бюджет
обучения:

как выбрать
бизнес-тренера?

заказывать по мере необходимости
или
оплатить долгосрочную программу
и сэкономить?

Human resource development

Comparison of in-company and external training

In-company training	External training
Ability to adapt the content and timing of training to the needs of the organization (+)	Lack of direct connection with the needs of the organization, separation from practice, imposition of programs and training methods (–)
Opportunity to interrupt training due to operational needs and recall an employee (+/–)	The impossibility of recalling an employee (+/–)
Psychological stiffness of trainees (–)	Psychological looseness of trainees (+)
Possibility of using own equipment and technologies (+), limited new information (–)	Possibility of using special training aids and simulators, obtaining new information (+)
Profitability with a large audience (+)	Cost-effectiveness with a small number of trainees (+)
Limited choice of qualified teaching staff (–)	Wide choice and high qualification of teachers (+)

Human resource development

Methods for training personnel in the workplace

Briefing

Rotation

Mentoring

Shadowing

Human resource development

Methods for training personnel outside the workplace

Conferences, seminars

Business games

Trainings

Selflearning

Human resource development

To properly organize training, it is necessary, first of all, to identify the need for it. For this, the following methods can be used, for example:

- Audit of the employee's personal file

- Analysis of the employee's activities during the trial period

- Collection of applications for training

- Employee certification

Human resource development
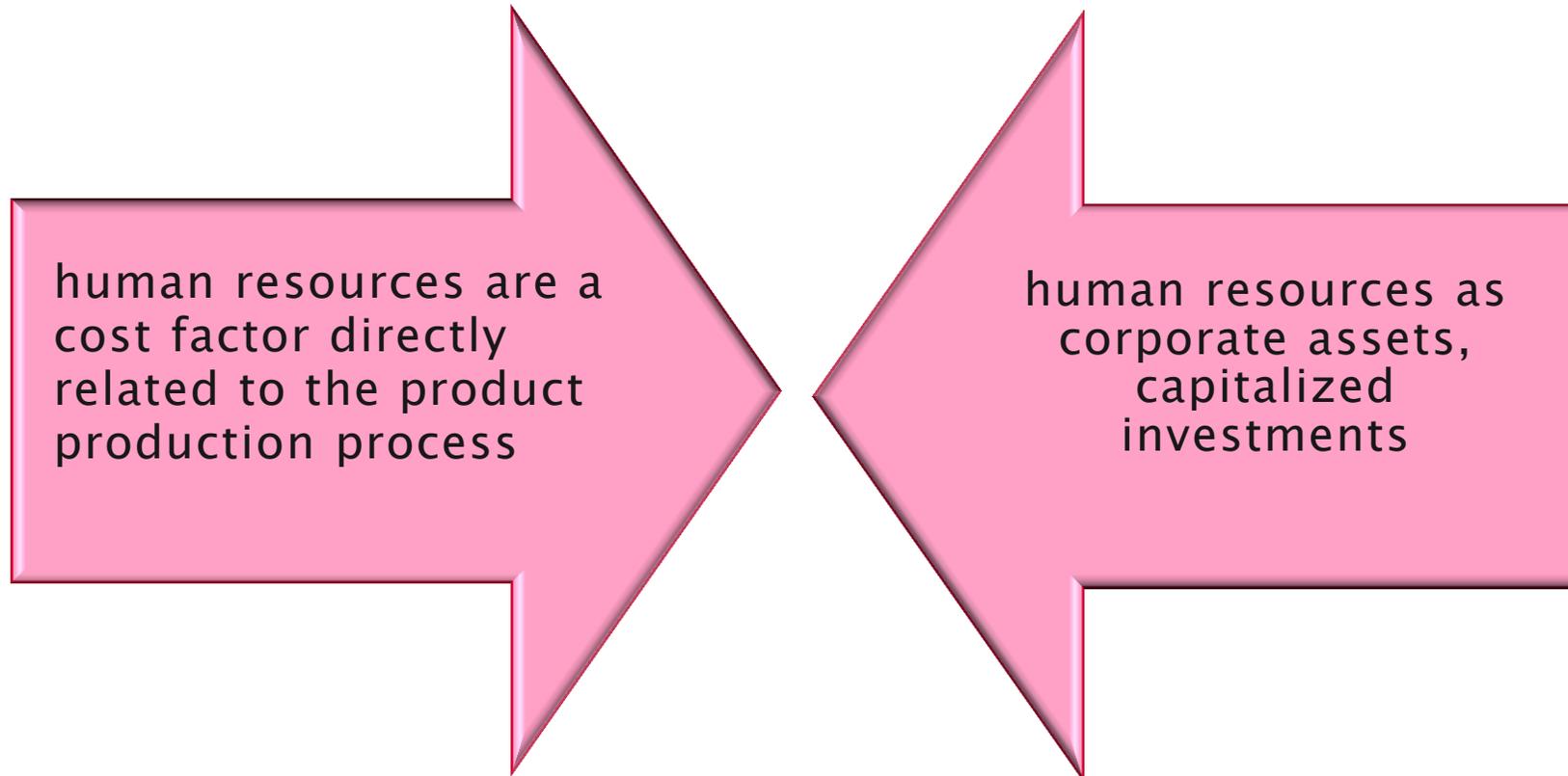
Three concepts of training qualified personnel

The concept of specialized training

The concept of multidisciplinary learning

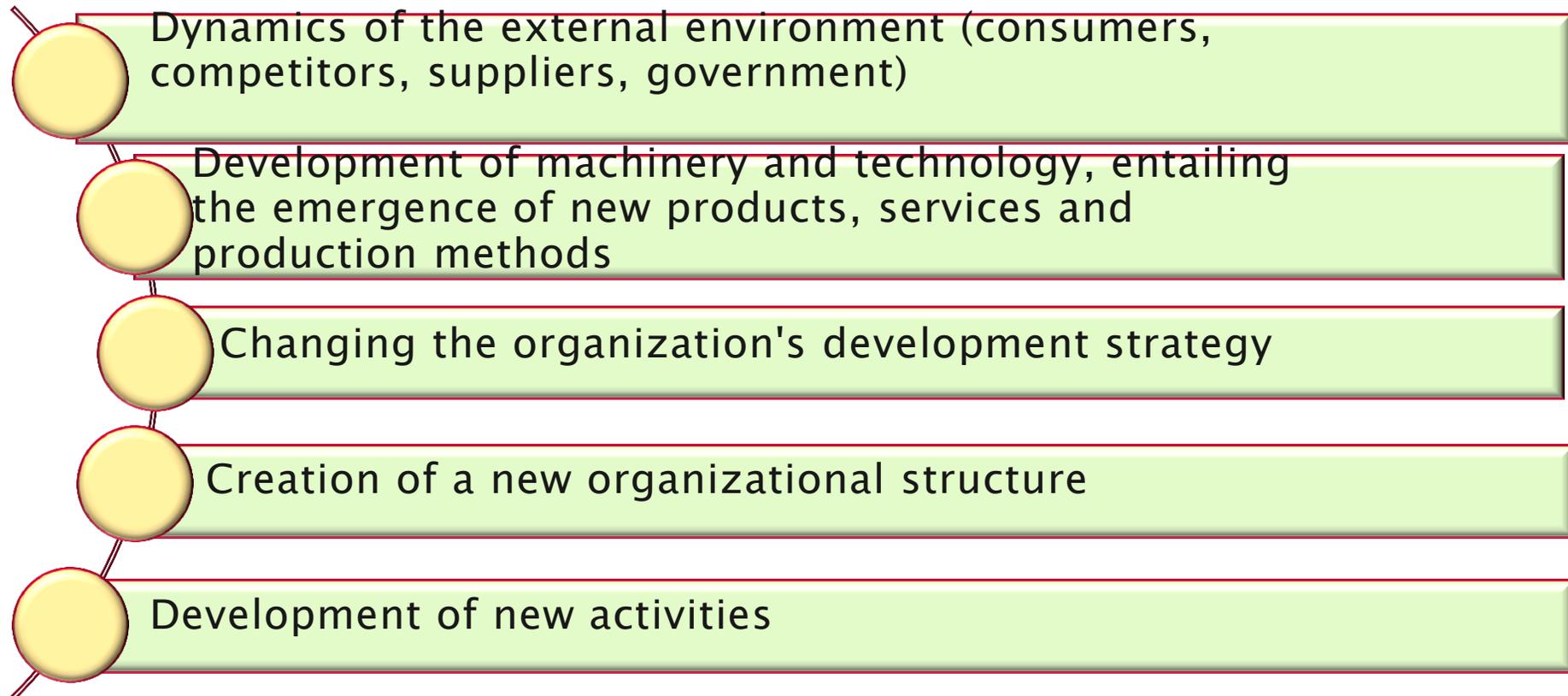The concept of personality-centered learning

Human resource development

In practice, there are two concepts that consider the costs of staff training from different perspectives.

human resources are a cost factor directly related to the product production process

human resources as corporate assets, capitalized investments

Human resource development

To adequately determine the needs of professional development, each of the parties involved in this process must understand what factors influence the organization's needs for the development of its personnel.
These factors are:

- Dynamics of the external environment (consumers, competitors, suppliers, government)

- Development of machinery and technology, entailing the emergence of new products, services and production methods

- Changing the organization's development strategy

- Creation of a new organizational structure

- Development of new activities

Human resource development

The management of personnel development in the organization is based on the current regulations and regulatory documents.Personnel development is included in the regulations of labor relations, which regulates the work of employees.

The purpose of personnel development management in an organization is to form a loyal, stable and efficient staff.

The process of professional training, retraining and advanced training of personnel is regulated by the following normative documents:

➢ the Labor Code of the Republic of Kazakhstan
➢ The Law of the Republic of Kazakhstan "On Education«
➢ Collective agreement of the company of the enterprise.
➢ Regulations on the personnel training system, regulations on personnel development or similar documents.

Human resource development

Even a one-time training of an employee involves a number of contacts within the company, and building a personnel development system requires perfectly streamlined communications between the HR department or the training department, managers and employees.
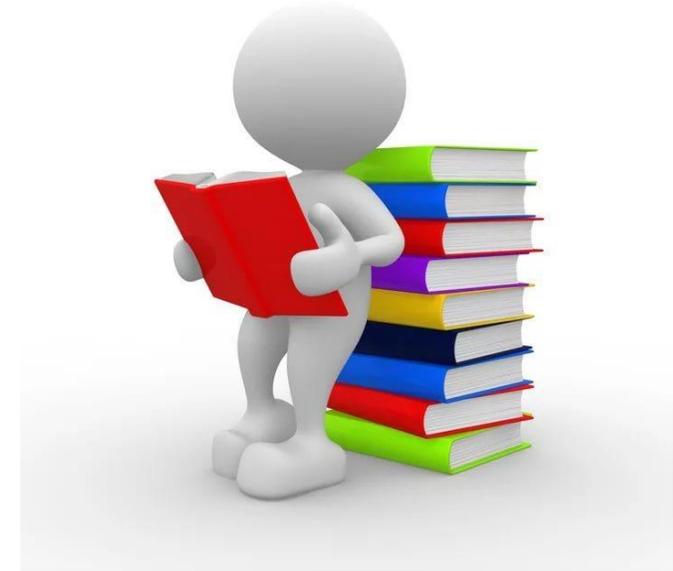
Internal communications organized at the modern technological level can play an important role in the training and development of personnel

Thanks for your attention