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TO THE PROBLEM OF IN-COMPANY TRAINING OF COMPANY EMPLOYEES

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In the modern conditions of the development of the economy of Uzbekistan, when the most important factor in the existence of an organization is the professionalism of employees, their dedication to the organization, education, and the strategic importance of professional training and retraining of personnel. The adaptation of young specialists is an element of the personnel management system and affects the competitiveness of the organization. Given the current situation, it is necessary to help young people in a short time to form a willingness to solve problems in difficult situations, sometimes in conditions of uncertainty. The requirements for a young specialist are high, so only knowledge of the chosen specialty is not enough.

As the conducted research shows, each company should be interested not only in the effective work of its employees, but also in the constant career growth of the most capable and gifted of them. In turn, a career

perspective is the most important incentive for improving the quality of work of the employees themselves. The renewal of the personnel, along with its retraining, becomes one of the indicators of the internal stability of the company. Therefore, personnel training in modern conditions is becoming an essential factor in the socio-economic development of the country.

To date, the main problem of forming a system of in-company staff training is the lack of motivation of staff to train by employers. If the acquired knowledge is of a general nature, the employer has a risk of non-return on investment as a result of the dismissal of the employee. According to this, the level of labor turnover increases, an increased risk of dismissal of a trained employee is created, which ultimately reduces the employer's investment in staff training.

In numerous publications, the concept of forming a new paradigm of personnel management occupies a central place among many scientific problems that require theoretical and practical justification. The subject of staff training is devoted to a large number of works by domestic and foreign scientists.

The theoretical and methodological basis for the study of in-company training in the development of human resources was the works of such scientists as Bru S. L., Woodcock M., John R., Drucker P., Duncan J., Kosen S., Lutens F., McConnell K. R., Masanori Moritani, Nisbett R., Ouchi U., Riggs J., Ross L., Taylor F., Fayol A., Francis D., Hedouri F. and others.

In the conditions of rapid changes in the markets, increasing the competitiveness of personnel is the most important condition for the company's personnel development. To date, the formation of a personnel training program is quite relevant for most companies. Modern companies are trying to increase the need for professional training of personnel.

Goal. Theoretical justification of in-company training as a tool of the company's human resources potential.

Presentation of the main material. In-company training first appeared as a concept in 1981 in the UK Department of Employment. And from that moment, an active theoretical study of the sphere of in-company training began [1].

So, in-company training is a special system of training the personnel of the enterprise. It is aimed at in-company training, the creation of an individual program for a specific enterprise, the purpose of which is the development of personnel and their readiness for changes in the work of the enterprise.

In-company training makes it possible to consider the staff and the enterprise itself as active subjects that are aimed not only at acquiring knowledge and experience, but also disseminate it both inside the enterprise itself and outside it [2].

In-company training is not only a tool for staff training, but also brings development into the corporate culture of the enterprise. The main tasks of in-company training are:

- comprehensive professional development of employees;
- instilling uniform corporate standards of performance of duties to all employees;
- adaptation of newly hired employees to the rules of conduct adopted in the organization;
- increasing the level of employee loyalty to the company;
- improvement of motivation to perform production tasks on the example of mentors and trainers-specialists in their field;
- the ability to evaluate newly hired personnel at an early stage;
- the ability to get information from employees about the company's work in the feedback form;
- improving the overall corporate culture of the company.

An in-company training program, as well as many others. Let's consider the characteristic features of in-company training (Figure 1).



Figure 1. Features of in-company staff training

Table 1

**Analysis of intra-company planning programs
(advantages and disadvantages)**

Advantages	Disadvantages
<ol style="list-style-type: none"> 1. Special specifics of the activity and full compliance with the needs of the enterprise. 2. Students perform practical work aimed at analyzing specific problems facing the enterprise and developing effective measures to solve them. 3. The ability to adjust the terms of training in connection with the production need and recall the employee. 4. Use of own equipment and technologies. 5. The possibility of training a large number of employees. 6. Relatively homogeneous composition of participants. 7. Specialists do not leave their company for a long time. 8. Great opportunities for individualization of training and study of personnel's learning abilities. 9. The best opportunities for monitoring the process and learning outcomes. 10. Activation of intra-company cooperation through the exchange of experience between colleagues. 11. Development of corporate spirit. 12. Absence of psychological discomfort. 	<ol style="list-style-type: none"> 1. Organization of training with narrow professional issues, which does not contribute to the development of a broad professional outlook. 2. The need to create its own educational and material base, requiring its constant updating. 3. Lack of exchange of experience and information with employees of other enterprises. 4. Training participants may be reluctant to discuss some issues among colleagues or in the presence of a supervisor. 5. Additional burden on managers and specialists involved in the learning process as teachers. 6. Distraction from learning to do current affairs.

In order for the in-company training system to be more effective, it is necessary to introduce the following characteristics into it:

1) continuity – consistency and consistency in conducting training activities;

2) adaptability – the ability to meet the requirements for employees of the organization in a timely manner;

3) flexibility – taking into account the interests of all parties of the educational process: both employees and the management of the organization;

4) communication – constant assessment of learning outcomes by managers, their communication with employees and teachers [4];

5) cumulateness – accumulation and multiplication of various training and advanced training courses that can be conducted during in-company training;

6) integration – constant communication with in-company personnel assessment programs [5].

Conclusion. Thus, the in-company training program will be effective and will enable the heads of enterprises to improve the efficiency of the enterprise to establish a corporate culture, reduce the risks of losing employees studying or improving their qualifications at the expense of the enterprise. The development of an in-company training program will provide employees with the opportunity for career growth after training and reduce the risks of loss of highly qualified personnel.

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