SUMMARY

Subject matter: Setting up a System of Staff Training and Development at the Limited Liability Company «Kavkaz-Torg».

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Information about customer organization: Limited liability company «Kavkaz-Torg».

Topicality of the research: It is not arguable that under present day conditions setting up an efficient system of training and professional staff development assumes particular significance and becomes an integral provision for any organization wishing to function successfully. Staff training and development are one of the key priorities for a modern enterprise to gain economic sustainability and competitiveness.

Objective of the research: is the all-round analysis of setting-up the system of staff training and development at the limited liability company «Kavkaz-Torg» and the elaboration of recommendations on its improvement.

The tasks of the research:
- to study the notion of the personnel, its structure and place at a modern enterprise;
- to reveal the notion, nature and basic forms of staff development;
- to analyse the modern staff training system, to reveal its content, concepts, forms and methods;
- to carry out the analysis of the staff development system at «Kavkaz-Torg» ltd.;
- to study and to analyse the setting up the staff training process at «Kavkaz-Torg» ltd.;
- to work out recommendations on the improvement of the staff training and development system for «Kavkaz-Torg» ltd.
The theoretical significance of the research consists of the enlargement of scientific notions about setting up the system of staff training and development at a modern enterprise. The practical significance lies in the use of the offered recommendations on the improvement of the staff training and development system at a modern enterprise in the «Kavkaz-Torg» Ltd. work practices and at other enterprises of various forms of property.

The results of the research: On the one hand, staff training and development is a system that comprises a task-oriented package of informational, educational, tied to specific work places elements which contribute to the staff professional development of a given enterprise according to the tasks of its development, potential and its employees’ skills. On the other hand, staff training and development is a systematic process, focused on the formation of employees meeting the requirements of the enterprise, and at the same time focused on studying and developing the productive and educational potential of employees.

Recommendations:

- to carry out on the whole the improvement measures on the personnel policy at «Kavkaz-Torg» Ltd., that will enable the company in corpore to provide efficient functioning of every department and some employees on the one hand, and of the whole organization on the other;
- to reinforce the work with the employment pool;
- to provide collaboration of the personnel department employees with the heads of organizational departments on staff rotation;
- as a form of staff training to use not only internal corporate training but external training as well that can be both on-the-job and off-the-job;
- to work out and to implement comprehensive techniques to measure training efficiency;
- to implement cascade training at the enterprise.