Summary

Subject matter: The realization of a competence – based approach in training staff of the financial credit – organizations with state participation (on the example of the Northern – Caucasus bank Savings Bank of Russia, joint venture, of the additional office №30/0111 of Pyatigorsk branch №30).

Author: Kardasheva Lubov Olegovna

Supervisor of studies: Grigorieva Alla Viktorovna, candidate of sociological sciences, associate professor.

Customer organization: Northern Caucasus Savings Bank of Russia, additional office №30/0111 of Pyatigorsk branch №30.

Topicality of the research: The problem of the active involvement of the bank system in the solution of the key national tasks in conditions of modern Russia has been for a long time the subjects of the discussions on all levels of management. The growing publicity of the financial-credit organizations is attributed to the fact that at present the economic significance of banks outsteps the boundaries of monetary and credit relations: the reasonable organization of the economic activity on a nation – wide scale is impossible without them. Thus, the topicality of the research is conditioned by the strategic tasks of the realization of the priorities of the national policy as regards the bank sphere and, as a result, the effective yield of the labour potential of the financial-credit organizations which conditions the need for the transition from an old model of training staff to a new one, to the application of various tools of development. There exists an objective need for the radical reforming of the existing practice of training staff and transition to the innovative methods and forms of training.

Objective of the work: the analysis of the theoretical, organizational and technological, practical foundations of training staff and the specific nature of the realization of the competence-based approach to the financial-credit organizations in modern Russia.

Tasks:
- to analyze staff training as a function of staff management;
to determine the meaning and specific features of the competence-based approach to the staff training in the organization, to examine the classification of the types of competences;

- to consider the models, forms, and methods of the competence-oriented staff training in the financial and credit organizations;

- to give the general description of the goals, tasks, powers and functions of the “Savings Bank of Russia”, joint venture;

- to study the existing system of staff training in the “Savings Bank of Russia”, joint venture, and in the Northern Caucasus Savings Bank of Russia, additional office №30/0111 of Pyatigorsk branch №30;

- to propose the directions of the improvement of the introduction of a competence-based approach into the staff training system of the Northern Caucasus Bank of the Savings Bank of Russia additional office №30/0111 of Pyatigorsk branch №30.

Theoretical and practical significance of the research is that its main ideas, conclusions, findings, and recommendations are formulated with full consideration for the possibilities of their practical realization within the framework of modern domestic organizations, particularly of the financial and credit organizations.

The qualification research offers an all-round description of the theoretical principles in the part of the realization of the competence – based approach to the staff training, and the findings and recommendations can be used by the leaders and management staff and employees to improve the effectiveness of their work.

Results of the research: Within the framework of the research we proposed the use of the competence model for training staff. We have worked out the mechanisms of the competence-based approach to the development of the work potential of the additional office №30/0111 of Pyatigorsk branch №30 of the Savings Bank of Russia on the basis of the use of the competence model.

Recommendations:

When you plan training you need to take into account not only the corporate goals, but the employees’ personal career interests – this concerns not only the
content, but also the ways of its presentation to the trainees, besides it is essential to pay your steady attention to the transfer of the results of training to the practical work and render the employees all kinds of assistance. In our opinion such kinds of measures will ensure the process in which new knowledge will be the integral part of the employees’ professional competences.

Thus within the framework of the realization of the competence-based approach the development and training becomes complex, multifactor. The trainees acquire narrowly specialized, practical and theoretical knowledge required to develop the key competences. Psychological training is conducted too, the required principles are formed, certain personality traits are developed, and the concrete algorithms of the effective work are gained.