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Zinchenko Svetlana,

Savchenko German,

Stupak Yury,

Bobkova Larissa

National metallurgical academy of Ukraine

FEEDBACK WITH EMPLOYERS AS AN EFFECTIVE TOOL FOR IMPROVING THE TRAINING OF SPECIALISTS IN THE UNIVERSITY

The results of employers questioning and their feedback on the quality of training specialists at the Nikopol faculty and at the College of the National Metallurgical Academy of Ukraine are considered. Generalized the main problems in the training of specialists and considered ways for improve of the current situation.

Keywords: *graduates of the university, professional training, quality of specialists, training of personnel for metallurgy.*

Introduction. This article is a continuation of the work on the problem, partially covered by the authors in previous publications [1; 2]. The essence of the problem lies in the insufficient level of theoretical and practical training of university graduates to work at enterprises, which causes justifiable complaints from employers. Another aspect of the problem is the development of an effective mechanism for interaction between the university and employers, taking into account the prevailing realities, which would, if not solve the problem, at least significantly improve the situation.

The purpose of the work carried out in recent years by the team of the Nikopol Faculty of NMetAU, the College of NMetAU and the authors of this article is to find ways for improve the quality of training specialists in the university to a level that would meet the requirements of employers for the qualification of personnel.

Materials and methods. Today, there are many approaches to the organization of training specialists who can work effectively immediately after graduation, as evidenced by the positive experience of international corporations and some universities in Europe. In Ukraine, there are also some examples of successful interaction of universities with employers, where the time for adaptation of graduates in metallurgical company can be significantly reduced, thereby reducing the employer's costs for additional

training or professional development. Unfortunately, these are only isolated examples so far. Problems identified by the authors as a result of the questionnaire of employers (discussed below) are typical for most sectors of the economy, which adversely affects both the development of some enterprises and the economy as a whole. Considering that NMetAU prepares specialists for metallurgy – one of the leading branches of the Ukrainian economy, the search for solutions to these problems is an important task for the near future.

Results. In the Nikopol region (Dnepropetrovsk region, Ukraine) there are 14 large mining and metallurgical and pipe plants, among which Nikopol Ferroalloys Plant and the pipe corporation «Interpipe» are known far beyond Ukraine. If we take into account other metallurgical enterprises (iron foundries and steel mills and plots), the total number of potential employers for NMetAU graduates will be more than 30. NMetAU has concluded agreements on social partnership with almost all large enterprises, which provide for a number of aspects aimed at improving the situation with training of personnel [3]. First of all, it is an opportunity to provide students with graduate courses with places to practice (in some cases, even with the student paying for the work of the student in practice), the opportunity for teachers to undergo internships and advanced training at enterprises, as well as the possibility of conducting research on the applications of enterprises.

During 2017, the Nikopol Faculty of NMetAU conducted a survey of employers to clarify their views on the quality of graduate training. The questionnaire included 12 questions addressed to personnel services and personnel managers. The most important questions were:

- An overall assessment of the quality of specialist training;
- What kind of knowledge does young professionals lack?
- What qualities (practical skills) do young professionals lack?
- How does the company train (improve) the staff?
- What needs to be done (according to the employer) to improve the quality of graduate training?

The main shortcomings of graduates, which were noted by the majority of employers, are as follows (table 1).

The results of the questionnaire were summarized by the authors and used in the preparation of agreements on social partnership with enterprises. As one of the measures to improve the situation, recommendations on the organization of student's pre-diploma practice at enterprises with parallel in-depth excursions of teachers – heads of diploma projects for these enterprises have been developed. Consideration is also given to proposals on the introduction in the last semester of the discipline «management of communications in professional activities».

The main shortcomings of graduates, identified by employers in the first year of their work in enterprises

Stages	The most common shortcomings
When hiring	There is not enough theoretical knowledge and practical skills to ensure high labor productivity, which entails an increase in the company's expenses for «post-training» and retraining of personnel. Overestimated ambitions of graduates in terms of wages (the desire for high wages, without lack of experience).
During the probation period	Insufficiently developed personal qualities necessary for work (perseverance, initiative, vigor, organizational skills, etc.).
In the course of labor activity	Low efficiency of graduates. There is not enough knowledge in the field of building communications in professional activities.

Discussion and conclusions. The task of the authors and the Nikopol Faculty of NMetAU for the near future is to continue work on finding the most acceptable forms of cooperation with employers in the current conditions in terms of harmonizing the training programs and training of teachers. The ultimate goal is to create an efficient system of qualified personnel training, demanded by employers and to the maximum extent possible to meet their requirements.

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Світлана Зінченко, Герман Савченко, Юрій Ступак, Лариса Бобкова. Зворотній зв'язок з роботодавцями як ефективний інструмент для поліпшення підготовки спеціалістів в університеті.

Розглянуті результати анкетування роботодавців та їх відгуки про якість підготовки спеціалістів на Нікопольському факультеті і в коледжі Національної металургійної академії України. Узагальнені основні проблеми при підготовці спеціалістів і розглянуті шляхи покращення ситуації, що склалася.

Ключові слова: випускники вузу, професіональна підготовка, якість спеціалістів, підготовка кадрів для металургії.

Светлана Зинченко, Герман Савченко, Юрий Ступак, Лариса Бобкова. Обратная связь с работодателями как эффективный инструмент для совершенствования подготовки специалистов в университете.

Рассмотрены результаты анкетирования работодателей и их отзывы о качестве подготовки специалистов на Никопольском факультете и в колледже Национальной металлургической академии Украины. Обобщены основные проблемы при подготовке специалистов и рассмотрены пути улучшения сложившейся ситуации.

Ключевые слова: выпускники вуза, профессиональная подготовка, качество специалистов, подготовка кадров для металлургии.

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Інформація про авторів:

Зінченко Світлана Михайлівна – викладач-методист вищої кваліфікаційної категорії, відмінник освіти України, керівник відділу НМетАУ, Національна металургійна академія України.

Савченко Герман Георгійович – директор коледжу НМетАУ, Національна металургійна академія України.

Ступак Юрій Олександрович – кандидат технічних наук, PhD, доцент, Національна металургійна академія України.

Бобкова Лариса Олексіївна – старший викладач, заступник декана Нікопольського ф-ту НМетАУ, Національна металургійна академія України.