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ІНФОРМАЦІЙНЕ ЗАБЕЗПЕЧЕННЯ МАКРОЕКОНОМІЧНОГО
УПРАВЛІННЯ. ОСОБЛИВОСТІ ЗОВНІШНЬОЕКОНОМІЧНОЇ
ДІЯЛЬНОСТІ ПІДПРИЄМСТВА В УМОВАХ ГЛОБАЛЬНОЇ
ФІНАНСОВОЇ ТУРБУЛЕНТНОСТІ. БАНКІВСЬКА ДІЯЛЬНІСТЬ ТА
МАКРОПРУДЕНЦІЙНЕ РЕГУЛЮВАННЯ. УПРАВЛІННЯ
ІНВЕСТИЦІЙНИМ ПОРТФЕЛЕМ ТА АКТИВАМИ ІНДИВІДУАЛЬНИХ
ТА ІНСТИТУЦІЙНИХ ІНВЕТОРІВ. ФІНАНСОВО-ЕКОНОМІЧНА
БЕЗПЕКА ПІДПРИЄМСТВА.

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DISTANCE LEARNING SYSTEM BASED PROVISIONS THE PROGRAM
TEMPUS "HIGHER ENGINEERING TRAINING FOR
ENVIRONMENTALLY SUSTAINABLE INDUSTRIAL DEVELOPMENT",
AS ONE OF THE PRECONDITIONS FOR IMPROVING PERSONNEL
SECURITY COMPANY

When Ukraine's economy has moved to market economy principles for many businesses problem of economic security in general and personnel security in particular became acute. Most research in this area show that the level of personnel security depends on the education and training system which functions in the enterprise. The same trend is confirmed by a number of studies made in the implementation of the international program TEMPUS "Higher engineering training for environmentally sustainable industrial development" (HETES, <http://hetes.com.ua>). The European experience shows the program LLL (lifelong learning) is the key to successful development of all entities.

Ukrainian scientists show various problems of economic security. However, despite the diversity and depth of the research, the problem of the use of modern distance education in order to improve the personnel security remains understudied. The European movement direction of Ukraine's economy requires that domestic enterprises introduce modern approaches to training staff on the basis of sustainable industrial development.

An analysis of the practice of industrial enterprises of Ukraine shows many entities have a problem insufficient training of some staff. First of all it is caused by a change in equipment, techniques and production technologies. What acquiring new knowledge and skills of staff of the enterprises. Similar problems occurred in the past and exist methods for their solution, which are in the direction of relevant experts for training or for extension courses. But this approach has certain disadvantages, such as high material costs and costs of time required for training. In addition, for most businesses in the current optimization of staff is very problematic to release a number of specialists at relatively large time for their studies. So we have a dilemma: how to make high-quality and timely training with minimal material costs, while not distracting employees from the production. The solution to this issue is, in our

opinion, the use of LLL programs and distance learning system that allows for high quality and thorough training without taking them from performing basic professional duties.

Today, during the progressive development of information technology, formed new form of education - distance learning. Distance Learning System (DLS) is based on the use of corporate and global networks and can be implemented in any enterprise. DLS differs from the traditional system of training more individual character and assumes presenting material through computer networks involving highly skilled professionals from their own businesses, who know the specifics of his work and promote the development of courses, acting as lecturers and consultants. Meetings with students occur only at teaching the basic material. In general employee learns at their free time and if have any questions drawn through the network to the teacher for advice. An important feature of the DLS is a section of the course into separate sections (modules), each of which requires mandatory controls of acquired knowledge by solving test, situational tasks, business games, etc. At the end of the course there is a total modular task, assessment of learning outcomes and the decision to increase the skill level.

DLS has certain features and advantages: availability of teaching to a wider audience; development courses and simultaneous different courses for many categories of workers, qualifications and professions to accelerate the learning process; the possibility of self-selection study time, which does not interfere with employees to work; access educational material in electronic form and more information on the Internet for all students; a convenient presentation material using hyperlinks and animations to help better and easier to learn; discussions and thematic conferences at network with various specialists etc.

Studies have shown that the use of DLS increased efficiency of training staff by 28-36%, and the level of personnel security (during its evaluation methodology developed by [1]) increased by an average of 10-12%. In addition, the use of this or similar system will allow employees of enterprises to continuously expand their knowledge, improve their own skills and continue learning throughout life, that programs comply with the basic criteria LLL programs.

1. Капітула С.В. Оцінка кадрової безпеки підприємства // Збірник наукових праць Черкаського державного технічного університету. – Серія: Економічні науки, – Черкаси, 2003. – Вип.9. – С. 261-264.

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ЗАГРОЗИ ЕКОНОМІЧНІЙ БЕЗПЕЦІ УКРАЇНСЬКИХ СУБ'ЄКТІВ ГОСПОДАРСЬКОЇ ДІЯЛЬНОСТІ В УМОВАХ ЗАГОСТРЕННЯ ГЕОПОЛІТИЧНИХ ВИКЛИКІВ

Умови ведення будь-якого бізнесу в сучасних умовах в Україні вимагає від власників – підприємців не тільки стандартного хисту, але й значною мірою оптимізму та здатності пристосовуватися до ситуації, які швидко змінюється.