

Organization of training and assessment of personnel through e-learning
Организация обучения и аттестации персонала на основе elearning
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The category of human resource management

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Abstract:

The world market of HRM-systems is still at the stage of growth, so there is a demand from consumers. The domestic market of HRM-systems is also quite actively growing, attracting a growing interest of Russian companies. One of the main trends in the HRM-systems in the Russian market, as well as on the world market, is the training of personnel.

The study conducted in this work suggests that TPU should create an online training center, develop their LMS and provide companies with the system with paying additional educational courses based on SaaS. It is also necessary to create competitive educational courses, taking into account all the requirements of modern society: courses should be interesting, not boring, consisting of 80% of practices. They should include the modern methods of teaching, such as games, social networking, etc., courses should be provided by highly qualified teachers.

The results of this work can be used as a basis for improving the educational process in accordance with the development of information technology and the needs of society, as well as to review the organizational structure of the IDE (Institute of Distance Education) and the IACE (Institute of additional continuing education) and MBA TPU, especially the creation of the online center that provides training Tomsk enterprises in the IDE TPU, which would also be included in distance courses offered by IACE TPU.

Мировой рынок HRM-систем находится еще на стадии роста, что говорит о существующем спросе со стороны потребителей. Отечественный рынок HRM-систем также достаточно активно растет, привлекая все больший интерес российских компаний. Одной из основных тенденций в HRM-системах на российском рынке, также как и на мировом рынке, является обучение персонала.

По результатам исследования, было выявлено, что ТПУ необходимо создать Онлайн центр повышения квалификации, разработать свою LMS и предоставлять компаниям эту систему с дополнительно оплачиваемыми образовательными курсами на базе SaaS. Необходимо также грамотно создавать образовательные курсы, учитывая все требования современного общества: курсы должны быть интересными, не скучными, состоящие на 80% из практик. В них должны быть использованы современные методы обучения, такие как игры-симуляторы, социальные сети и т.д., курсы должны предоставляться высококвалифицированными преподавателями.

Результаты работы могут быть применены в качестве основы для усовершенствования образовательного процесса в соответствии с развитием информационных технологий и потребностей общества, а также для пересмотра организационной структуры ИДО и ИДНО и MBA ТПУ, а именно создание в ИДО ТПУ онлайн центра, обеспечивающего повышение квалификации томских предприятий, куда бы также входили дистанционные курсы, предоставляемые ИДНО ТПУ.

Keywords: e-learning, training, SaaS, human resource management system (HRMS)

Ключевые слова: elearning, электронное обучение, обучение персонала, SaaS, информационная система управления персоналом (HRMS)

Automated Personnel Management Systems have changed quite dramatically throughout their development, and now they continue to change. HR-managers have to apply new techniques and participate in the development of new approaches to personnel to maintain and retain qualified personnel. The modern trend of this development is a distance education on the basis of Saas, because due to this the companies significantly reduce costs in the constant acquisition of software products and licenses to them.

Now we observe the following trends in e-learning. One of the main trend is offset generations, when the generation Y and Z, who can not imagine their life without the Internet, come to the universities. The arrival of the generation Y and Z («born in digital») in the universities leads to a conflict of generations - the conflict of expectations of the student and the teacher who does not have pedagogical and technological innovation. So, we should not try to "pull out" the students from the digital world and "immerse" the teachers there.

In addition, the creation of corporate training centers is actively developing today. It gives employees more developed and improved e-learning, then universities.

In this work comparative analysis of foreign and Russian analogues of systems of online education was conducted on the basis of secondary and primary data. The primary data was expert assessment obtained on the basis of structured interview of divisions TPU: IDE (Institute of Distance Education), IACE (Institute of additional continuing education) and MBA TPU.

Table 1. Comparative analysis of foreign and Russian analogues of systems of online education

TPU		Edinburgh Business School
IDE		<ul style="list-style-type: none">• The world's first scale• Graduates work in more than 40% of the companies in the list of "Top 500 corporations," according to Fortune.• 4 forms of learning (full-time training/ part-time, trained by an approved partner, distance learning)• The combination of all forms of learning• Elearning MBA program runs with the opportunity for students and their personal schedule.
Advantages	Disadvantages	
<ul style="list-style-type: none">• Experience in distance learning since 1939, through elearning - since 2008;• Strong material and scientific and technological base and highly skilled teachers• Using a learning environment Moodle and WebCT	<ul style="list-style-type: none">• No seminars and courses PC;• Not motivated students of distance learning	
IACE		
Advantages	Disadvantages	
<ul style="list-style-type: none">• 871 licensed training programs;• Experience with more than 1500 companies• Individual approach to companies	<ul style="list-style-type: none">• Just 4 programs of distance learning;• The courses are not qualitative and not interesting	
MBA		
Advantages	Disadvantages	
<ul style="list-style-type: none">• Three forms of education: an evening, on weekends and modular• Training begins when the group is formed	<ul style="list-style-type: none">• Lack of programs elearning;• Lack of public accreditation of MBA programs	

Each division dealing with distance learning or provide training programs to employees of firms, has both advantages and disadvantages. However, all have a strong enough financial, scientific and technical base. The main disadvantage of IACE and MBA TPU is the lack of developed distance learning programs that are so in demand in the corporate sector. So, the analysis has shown, that none of the three divisions of TPU can not provide quality staff development courses in e-learning format. While the Edinburgh Business School MBA provides distance courses in more than 150 countries.

Also the analysis of the demand for training in elearning format was conducted to identify the demand of Tomsk companies for this service. The survey was conducted among 33 major Tomsk companies, employing 500-1000 people. In general, companies are aware of the need and benefit of e-learning.

In this work development of training center based on e-learning is encouraged as a recommendation of improvement the performance of TPU in cooperation with the companies. As an example, Edinburgh Business School and the Perm Regional Institute for Advanced Studies were taken. As a result, the training center should provide activities IDE TPU that already has a lot of experience in distance education and a

huge database of e-learning courses. The center should also be related to IACE TPU that provides full-time training staff development. Now IACE TPU provides only 4 programs. IDNO also should provide their full-time courses in electronic format. This process will provide IDO TPU.

IDE TPU and IACE TPU have different learning management systems, so it's necessary to set a just one single system in distance education. So, it needs to develop TPU's own learning management system with the possibility of its sale or rental. Every company should install that system to use the services of an e-learning TPU.

So, the scheme of learning management system (LMS) was developed. It consists of five important modules (learning zone, module of HR Manager module, module of administrator TPU, module of the authors of courses, module of tutor) that should be to create a product that will be in demand in the market.

First of all, it needs correctly set up educational courses, taking into account all aspects of modern society: the courses should be interesting, not boring, consisting of 80% of practices. The games in elearning are important part. In 2011, the gaming software spending will be followed at a distance by gaming hardware and online gaming, reaching \$17.8 billion and \$11.9 billion. So, the elearning courses should have the modern methods of teaching, such as games, social networks, etc., courses should be provided by highly qualified teachers.

In recent years the Russian market trend towards the introduction of e-learning in companies. However, they have not yet developed so much, and available analogues of foreign companies are not effective in the Russian reality. So, it's very important to create a product that are tailored to the Russian mentality, social and economic characteristics of the country.

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