

## **VACUUM CIRCUIT BREAKER**

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The aim of the paper is to describe what vacuum circuit breaker is. It is a high voltage switch in which vacuum is used to extinguish the electric arc. The vacuum switch is designed for switching electrical current-rated and short-circuit currents in electrical installations [1].

Vacuum circuit breakers are divided into four groups. The first is vacuum circuit breakers up to 35 kV. The second is vacuum switches above 35 kV. The third is vacuum load break switches and the last is vacuum contactors up to and exceeding 1000V.

Vacuum circuit breakers consist of fixed contact, moving contact and arc shield mounted inside a vacuum chamber. The movable member is connected to the control mechanism by stainless steel bellows. This enables the permanent sealing of the vacuum chamber to eliminate the possibility of a leak. A glass vessel or ceramic vessel is used as the outer insulating body. The arc shield prevents the deterioration of the internal dielectric strength by preventing metallic vapours falling on the inside surface of the outer insulating cover [2].

The principle of operation is that electric strength of vacuum is many times greater than the dielectric strength of air at normal conditions. After the contact opens in the arcing chamber of the vacuum switch when the first current flows through zero, the arc is extinguished, the dielectric strength of the gap is restored.

To sum up, it's necessary to describe the benefits and implications of vacuum switch. The benefit is the service life of vacuum circuit breaker which is much longer than other types of circuit breakers. There is no chance of fire hazards as oil circuit breaker. They are much more environmentally friendly and etc. The implications are the following: relatively small nominal currents and off, and small resource interrupter device, short-circuit currents.

### **REFERENCES**

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## **MODERN METHODS IN PERSONNEL MANAGEMENT**

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A personnel management system plays a key role in the development of the company's long-term period. That's why there is a problem, which consists in qualitative use methods in personnel management. It is significant the methods will

influence positively, if a chief formulates a development strategy of his organization: either an increasing in demand or expansion of production.

The methods in personnel management are connected with management principles. It amounts that the methods are ways of principles` implement. There are basic rules which must be obeyed for final company`s goals. The methods have alternative character. It means that one method would be replace another, there is an alternative`s implementation. It is impossible to make them high-handedly, because the methods are formed from management principles. First of all, the modern methods in personnel management are based on knowledge of employee motivation, shaping with goals and objectives and style of leadership.[1]

As it was found, the effective work of the company largely depends on workforce. So, the first thing you need is a business personnel evaluation.

A business evaluation staff is the process of purposeful establishment of the qualitative characteristics of the staff which need for this position. This method allows to develop ways to improve business or personal qualities of the employee, which will affect the ability to work, and therefore will bring a positive effect on the development of the company. Assessment should be conducted in three stages: preparation, certification, summing up with the following recommendations and tactics.

An integral part of the overall workforce performance is training. Because the quality and performance of employees in the future depend on learning. This method provides a compliance with professional knowledge and skills requirements of modern industry.

It is worth material encouragement of considerable importance in personnel management. For example, a great attention to the promotion of creativity pay the company focused on innovation. So, IBM encourages ideas, which find their application. For this author who introduces the proposal receives 25% of the total savings for two years.

The quality of work performed can be significantly influenced by benefits and social payments. Such payments contribute to the development of a spirit of commitment to the firm, allowing companies to attract highly skilled workers.[4] These benefits include: paid holidays, vacation, break time to rest, time for lunch, medical insurance company, additional pension insurance, free parking for cars, etc.

However, it should be noted that the tool of motivation can serve not only money, but all that helps to strengthen a person's feelings of self-esteem, the formation of team unity. This concept is called «corporate culture».

Corporate culture creates standards of behavior, encourages employees to achieve the goals, defines the values and beliefs of the employees, creates the spirit of the collective. Already aware of the fact that corporate spirit increases profits and product quality by about 15-20%.[3] Openness and trust in relations between management and workers, consistent and accurate information on production and economic situation of the enterprise, about the expected prospects and future actions is an important condition for the success of such a strategy.

It is important for a supervisor to remember that for action, including labour, human urges the motive to satisfy a variety of needs.

When a worker understands his needs and desires to satisfy them, he wakes up the interest to do it. This is an internal motive power in relation to specific activities, but only when people believe that they are able to do so. The specific causes of this or that type of behavior of people run in their interests, that much important the leader to keep it in mind.

Based on internal motivation, employees acquire knowledge better. Therefore, for motivation employees the manager must identify needs and find a way to meet them, not forgetting that the impulse to action is a result of interaction needs.

To manage personnel successfully, each manager must, at least in General terms represent what he wants and what he doesn't want for his subordinates, what are the main motives of their behavior, in what proportion they are, how he can influence them, and what results to expect. On this basis, he either changes the incentive structure of their behavior, developing desirable motives, or uses methods based on direct stimulation of their actions.[2]

It should be noted that to achieve good results in the organization of work and its high performance, it is necessary to choose such management methods that would be "suitable" for a particular employee taking into account the full extent of the situation. It's necessary to use an individual approach. Then, takes into account all the nuances, a manager can achieve the most full-employment output.

#### REFERENCES

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## **ОСОБЕННОСТИ ШКОЛЬНОГО ДИСТАНЦИОННОГО ОБРАЗОВАНИЯ АНГЛОЯЗЫЧНЫХ СТРАН**

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Интенсивное развитие современных технологий предоставляет широкие возможности для получения образования. Качественное и своевременно полученное образование обеспечивает человеку востребованность и конкурентоспособность на рынке труда. Помимо классических способов освоения знаний, широко внедряется дистанционное образование.