



Prospects for the Development of Human Resources in the Republic of Kazakhstan

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Abstract

Background. This article examines contemporary economic development, which requires specialists to seek innovative approaches. The global community faces the challenge of preserving existing resource potential and utilising it rationally. Tourism is undoubtedly a tool to combat said challenge, as this economic sector not only utilises the country's natural, cultural, and historical heritage to create a high-quality product but also preserves these resources through their popularisation among the general population.

Research problem. The most important task facing Kazakhstan is to fully unlock its resource potential. This involves not only developing all aspects of the economy, industrial, and agricultural sectors, but also creating a high-quality system for developing human potential – the most important resource for any country. The training of specialists should be focused on a vocational education system that develops competencies in demand in the labour market.

The aim is to consider the prospects for the development of human resource management in the Republic of Kazakhstan, since the training of specialists should be focused on the system of professional education for the formation of competencies in demand in the labour market.

Methods. 1) Analysis and research of scientific literature; 2) Analysis and processing.

Results. It was found that human resource management is broader in scope, encompassing not only the professional activity but also the entire range of processes that directly or indirectly influence all characteristics of human resources, i.e., their potential capabilities (professional, physical, intellectual, and spiritual). Thus, the training of highly qualified specialists capable not only of performing their job duties but also of organising, managing, and systematising work is an important task for the economic development of the Republic of Kazakhstan.

Keywords: Tourism; specialist training; human resource management; labour market; labour resources

1. INTRODUCTION

Relevance and novelty of the scientific approach. Modern economic development requires specialists to seek innovative approaches. The global community faces the challenge of preserving existing resource potential and utilising it rationally. Tourism is undoubtedly a tool to combat such challenge, as this economic sector not only utilises the country's natural, cultural, and historical heritage to create a high-quality product, but also preserves these resources through their popularisation among the general population (Пестова, 2022).



Research problem. The most important task facing Kazakhstan is to fully unlock its resource potential. This involves not only developing all aspects of the economy, industrial, and agricultural sectors, but also creating a high-quality system for developing human potential, the most important resource for any country. The training of specialists should be focused on a vocational education system that develops competencies in demand in the labour market. In their speeches, Elbasy N. A. Nazarbayev and the Head of State Kassym-Jomart Tokayev repeatedly emphasised the importance of training specialists and developing strong and progressive human capital: “The challenges of our times force us to constantly develop, improve, and become stronger. Each person is the architect of their own happiness, and together we create a happy future for our country.” (Пестова, 2022).

The purpose of the study is to consider the prospects for the development of human resource management (HRM) in the Republic of Kazakhstan, since the training of specialists should be focused on the system of professional education for the formation of competencies in demand in the labour market.

Methods: 1) Analysis and research of scientific literature; 2) Analysis and processing.

2. METHODOLOGY

Пестова (2022) claims that the theoretical foundations of HRM were formed in the works of well-known foreign and domestic authors: Pilbeam et al., 2006; Torrington et al., 2017; Maslov, 2015; Maslow, 1999; Алавердов, 2018; Веснина, 2011; Bukhalkov, 2005; Егоршин, 2015; Кибанов, 2012; Моргунов, 2011, and others.

According to S. I. Ozhegov’s terminological dictionary, ‘personnel’, a term derived from the Latin ‘persona’, meaning ‘personality’ or ‘staff’, is the permanent staff of an institution, grouped according to professional or other characteristics, with positions and salaries assigned to each position indicated (Официальный образовательный портал «Все курсы онлайн», 2022). At the same time, personnel can be defined as the totality of all labour resources (employees) employed at an enterprise, performing certain work functions and/or included in the organisation’s staff.

3. RESEARCH RESULTS AND DISCUSSION

At their core, personnel are an organisation’s workforce, prepared for professional activity, capable of solving assigned tasks and performing specific functions within their work environment and job responsibilities. To fully understand the HRM process, it is necessary to develop a clear understanding of the elements that underlie the concept of ‘personnel’. These are specialists:

- possessing the required level of professional training (education, specialised training, etc.);
- possessing the required range of professional competencies (education, advanced training, etc.);
- possessing the necessary skills to perform work functions (training, work experience, internship, etc.);
- capable of self-improvement and professional growth (career development, development, etc.);
- interested in professional activity, motivated by specific work functions;
- possessing the required level and characteristics of human capital (health, education, professionalism, moral character, creativity, etc.) (Пестова, 2022).

4. DISCUSSION

Currently, the development of a high-quality approach to long-term planning for highly qualified personnel must be implemented within a multi-stage development environment, where basic human resource characteristics, such as health, self-development, moral and ethical principles, creative thinking, etc., must be shaped and actively developed in everyday environments (family), pre-schools, schools, specialised, secondary and higher education institutions, additional courses, etc. The effectiveness of this process, namely the level of specialist training, will depend on the methods through which the management process is implemented. A prerequisite for the successful development of an enterprise is a balanced interest of its owners, staff, and clients. Therefore, organisational improvement and HRM are becoming one of the most important functions of company management and the foundation of a modern HRM system for an organisation (Mahoney, 1986). Today, the role and importance of the HRM system in building and solving the strategic tasks of an organisation is becoming increasingly significant. Key parameters of personnel quality consist of a whole complex of interconnected elements necessary for managing the process of forming the competitive human capital of an enterprise, considering the dynamics of external and internal factors, allowing the organisation to survive, develop, and achieve long-term goals (Ленская et al., 2017). HRM methods are the ways and techniques of influencing personnel in order to improve their quality to achieve the goals of the organisation (Дейнека et al., 2017; Пестова, 2022; Программного комплекса «ПК Управление персоналом»).

HRM methods allow for effective implementation across the management stages: planning, organisation, accounting, analysis, motivation, and control, as well as the nature of managerial influence on personnel in general and on each individual.

Thus, the development of a modern, high-quality workforce for an organisation depends on the strategic goals of the organisation itself. Each company develops its own criteria for searching and hiring personnel. While the most significant parameters remain those inherent to the individual, only the level of each criterion varies:

1. Health level, general indicators of the quality of vital signs, expressed in the criteria set by the organisation and, if necessary, confirmed by the appropriate department or authorised body.
2. Education level, confirming the necessary competencies required to perform work tasks, expressed in relevant documentation (certificate, diploma, etc.).
3. Level of professional (practical) training, which can be determined by work experience, successful completion of professional internships, participation in internships, etc.
4. The level of moral and ethical development, the norms by which a person is guided when performing certain actions directly or indirectly related to their work activities.
5. The level of self-development, which reveals the speed at which a specialist's qualitative characteristics can be formed and developed in the context of their work and professional growth (Пестова, 2022).

The issue of standardising each of these levels remains important for certain types of activities. This is primarily necessary for the systematic development of a 'portrait' of a specialist who will be in demand in the labour market and relevant to a potential employer. In this regard, it can be concluded that personnel are a key factor in the success of a modern company. They also represent the most valuable asset, a real competitive advantage and capital, which must be formed, developed, and

promoted primarily for the organisation's own purposes (Пестова, 2022). Currently, the HRM system has gradually shifted from a purely administrative function to a more integrated one, i.e., HRM is the management of the process of formation of human capital at the moment of professional development, namely in the process of training future personnel, in their professional growth, development, and self-improvement for the purposes of both the organisation and the entire industry as a whole.

5. CONCLUSIONS

From the above, it can be concluded that HRM is broader in scope, encompassing not only the scope of professional activity but also the entire range of processes that directly or indirectly influence all characteristics of human resources, i.e., their potential capabilities (professional, physical, intellectual, and spiritual).

Thus, the training of highly qualified specialists capable not only of performing their job duties but also of organising, managing, and systematising work is an important task for the economic development of the Republic of Kazakhstan.

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Žmogiškųjų išteklių plėtros perspektyvos Kazachstano Respublikoje

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Santrauka

Mokslinio požiūrio aktualumas ir naujumas. Šiuolaikinei ekonomikos plėtrai reikalingi novatoriški specialistų sprendimai. Pasaulio bendruomenė susiduria su išteklių esamo potencialo ir racionalaus panaudojimo klausimu. Turizmo sektoriuje, kuriant aukštos kokybės produktą, šalies gamtos, kultūros ir istorijos paveldas ne tik išnaudojamas, bet ir saugomas, didinant vartotojų sąmoningumą ir žinias. Tokiam aukštos kokybės produktui realizuoti būtina plėtoti žmogiškuosius išteklius.

Tyrimo problema. Svarbiausia Kazachstano užduotis – visiškai išnaudoti savo išteklių potencialą. Tai apima ne tik ekonomikos, pramonės ir žemės ūkio sektorių vystymą, bet ir aukštos kokybės žmogiškojo potencialo, svarbiausio bet kurios šalies ištekliaus, ugdymo sistemos kūrimą. Specialistų rengimas turėtų būti orientuotas į profesinio mokymo sistemą, kuri ugdo darbo rinkoje paklausias kompetencijas.

Tyrimo tikslas – apsvarstyti žmogiškųjų išteklių valdymo plėtros perspektyvas Kazachstano Respublikoje, pabrėžiant tai, kad specialistų rengimas turėtų būti orientuotas į profesinio mokymo sistemą, skirtą darbo rinkoje paklausioms kompetencijoms formuoti.

Metodai: mokslinės literatūros analizė ir tyrimas, analizė ir apdorojimas.

Rezultatai. Rezultatai parodė, kad žmogiškųjų išteklių valdymas apima ne tik profesinę veiklą, bet ir visus procesus, kurie tiesiogiai ar netiesiogiai veikia žmogiškųjų išteklių charakteristiką, t. y., jų potencialius gebėjimus (profesinius, fizinius, intelektinius ir dvasinius). Taigi, aukštos kvalifikacijos specialistų, gebančių ne tik atlikti savo darbo pareigas, bet ir organizuoti, valdyti bei sisteminti darbą, rengimas yra svarbi Kazachstano Respublikos ekonominio vystymosi užduotis.

Reikšminiai žodžiai: Turizmas; specialistų rengimas; personalo valdymas; darbo rinka; darbo ištekliai

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