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ORGANIZATIONAL TRAINING - A LONG-TERM INVESTMENTS METHOD IN HUMAN RESOURCES IN THE MODIFICATION PROCESS OF THE TRADITIONAL HIERARCHICAL ORGANIZATIONAL STRUCTURE OF MANAGEMENT INTO THE SELF-LEARNING ORGANIZATION

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Abstract. The article substantiates the need to create an effective management concept - the human capital management, as an organizational resource in the modification from the traditional hierarchical organizational structure of management into a self-learning organization. The study made it possible to identify the problems in a traditional organization that affect adversely the staff productivity and the effective operation of the company. The prerequisites for the new system of human resources management formation are presented with involvement managers into the management process, where the organizational success is competence and professionalism. Calculations were carried out to evaluate the staff training effectiveness for a comprehensive assessment of personnel training effectiveness based on the research data obtained by the method of D. Kirkpatrick: the overall staff training effectiveness is the number of personnel ratio whose training is assessed as effective to the total number of trained personal for the studied period And also calculations have been carried out and compared: costs for training one specialist in training organizations and in corporate training. As a result of the conducted research, the effectiveness of corporate training was proved as a correlation between the achieved result and the used monetary resources. It is proved that corporate training is the main method of long-term investment in human resources in the modification from the traditional hierarchical organizational structure of management into a self-learning organization.

Keywords: control; self-learning organization; staff; human resources; corporate training; development; knowledge; long-term investments; learning effectiveness.

JEL codes: M 53; M 15.

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