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## **PROFESSIONAL STAFF DEVELOPMENT SPECIFICITY IN A MACHINE-BUILDING ENTERPRISE**

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**Abstract.** The article is devoted to the study of the professional staff development features in a machine-building enterprise. Staff training issues are of particular relevance in a market economy, and they are addressed as a part of the organizational professional development management. This article analyzes the number of people trained in “Machine-Building Plant named after M.I. Kalinin” PJSC, the share of trained employees and the time-budget for the training. According to the results of the professional staff development analysis, not only the positive aspects of professional development managing were revealed, but also the specific problems inherent in the HR-management system of this type organizations. The decrease in the share of trained employees and the time-budget for training was determined in 2017 due to a reduction in training outlay. Based on the identified problems, recommendations were developed to improve the professional development management, in particular, it was proposed to organize talent pool. The author believes that the personnel development system is wider than just staff training. The talent pool tasks and its formation principles is determined, the selection tools for the talent pool are proposed.

**Keywords:** staff; professional development; engineering; training; staff development system.

**JEL codes:** M 53; D 82.

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