

Corporate Education Inside the Major Integrated Company as the Technology for Developing Company's Human Resource Potential

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Date: 4-8 June 2012
Venue: Malaysia, Kuala Lumpur



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demographic situation



migration processes



professional education

PROFESSIONAL DEVELOPMENT

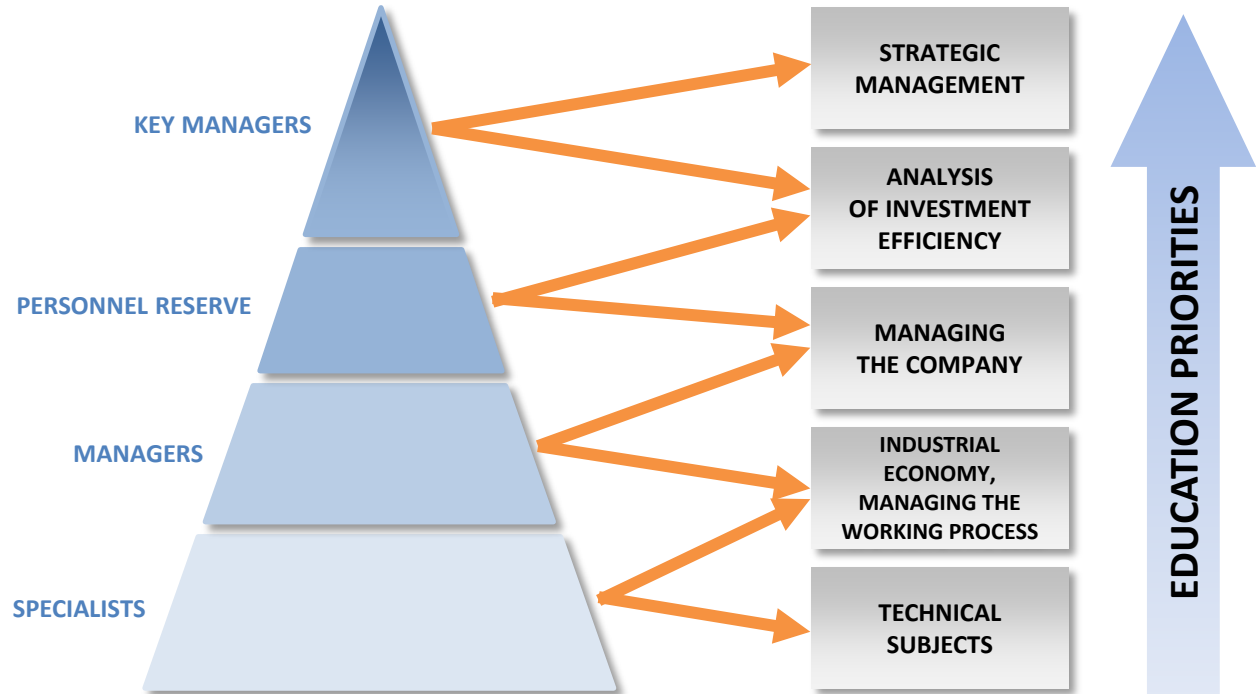
is the actual instrument to prevent negative tendencies influencing the labour market today. Professional development provides a transition from standard professional training to a flexible and continuous educational system.

MAIN GOAL

to match the employees' qualifications with the requirements of the working process.

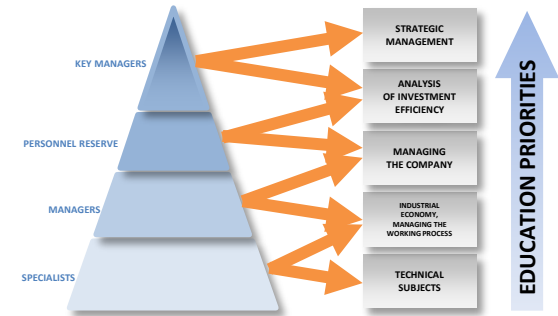


Principles of Gazprom's System of Corporate education: continuous and successive education and training within the overall period of employee's working activity.



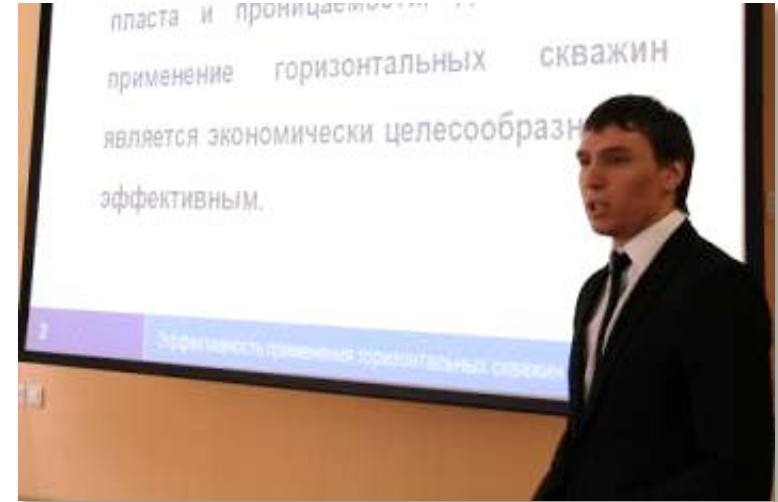
SCPE main points:

- Adaptation of young specialists, university and college graduates.
- Both professional and social assimilation of newly employed members of the workforce.
- Improvement of qualifications and professional development training.
- Training programmes for reserve personnel.
- Vocational education of workers at the production facilities.



- ❑ Adaptation of young specialists, university and college graduates
 - contact with universities on career-guidance, selection and additional training of students
 - identifying personalities with prospective, high leadership and professional skills among the young specialists and graduates

- ❑ Both professional and social assimilation of newly employed members of the workforce





- ❑ Improvement of qualification and professional development training
 - More than 35 000 employees receive professional development training annually
 - Education is run on a competency-based approach
- ❑ Training programmes for reserve personnel
 - forward-looking vision
 - ability to make decisions
 - team working
 - efficient organization of work and control
 - motivation for achievement and leadership



- Vocational education of workers at the production facilities



The main target of the SCPE

- ❑ Setting up the unified Integrated Information Environment, together with Gazprom's Partner Universities
- ❑ Providing wider opportunities for information exchange and to make this information available for any participant in the educational process.





- ❑ Employees, their abilities and their qualification are the most valuable resources of the organization
- ❑ The Corporate Educational System is an extremely important element of the HR management at any company
- ❑ The constant and rapid changes in technologies today require continuous training and development of human resources
- ❑ Corporate knowledge is one of the major assets or intellectual capital of an organization



Thank you for attention!

