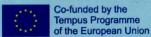
19(0)24 S 93

National Technical University "Kharkiv Polytechnic Institute"

SUPPLY AND DEMAND IN THE LABOR MARKET: Personnel Development, Organizational-Behavioral Aspect, Forecasting

Edited by Prof. Olga Savchenko





Project 530278-TEMPUS-1-2012-DE-TEMPUS-JPHES «ICo-op»: Industrial Cooperation and Creative Engineering Education based on Remote Engineering and Virtual Instrumentation

Kharkiv 2016

National Technical University "Kharkiv Polytechnic Institute"

SUPPLY AND DEMAND IN THE LABOR MARKET: personnel development, organizational-behavioral aspect, forecasting

Edited by Prof. Olga Savchenko

In the framework of the project 530278-TEMPUS-1-2012-DE-TEMPUS-JPHES «ICo-op»: «Industrial Cooperation and Creative Engineering Education based on Remote Engineering and Virtual Instrumentation»

Kharkiv 2016 K 331.5:005.96 K 65.240 S-98

Reviewers:

Christos Kalantaridis – Professor, Head of the Department of Strategic Management and Marketing, De Montfort University (DMU), Leicester, United Kingdom

Anatoliy Kolot – Doctor of Economics, Professor, Vice-rector on scientific and pedagogical work, Head of Personnel Management and Labour Economics Department, Kyiv National Economic University named after Vadym Hetman, Kyiv, Ukraine.

Mykhailo Romanyuk —Doctor of Economics, Professor of Management and Marketing Department, Vasyl Stefanyk Precarpathian National University, Ivano-Frankivsk, Ukraine.

Michael Koniordos — Professor of the Business Administration Department, School of Management and Finance, Technological Education Institute of Piraeus, Greece

Authors:

Olga Savchenko, István Kunos, Igor Posohov, Urve Venesaar, Roman Poberezhny, Roman Nesterenko, Kateryna Poberezhna, Alina Lukianytsia

Recommended for publication by the Academic Council of the National Technical University

'Kharkiv Polytechnic Institute" (protocol 6 from 08 July 2016)

S - 98 Supply and demand in the labor market: personnel development, organizational-behavioral aspect, forecasting / authors: 0. Savchenko, I. Kunos, R. Nesterenko at all / Edited by Olga Savchenko. – Kharkiv.: FOP Rogko S.G., 2016. – 136 p.

ISBN 978-966-97496-3-5

The book is prepared by a team of authors within the framework of the international TEMPUS Project «ICo-op». The book is dedicated to the study of the features of tools to focused demand and supply in the labor market. The authors summarized Ukrainian and foreign experience of studying processes related with the peculiarities of research leadership and entrepreneurship in the context of human capital. Particular attention is paid to the development of professional competence of future engineers and productivity already operating engineers and technical staff. The problems of development of methods and models of personal development, forecasting labor market needs based on professional competency profiles are considered. For students, researchers and teachers of universities and for enterprise managers, entrepreneurs-innovators.

Project 530278 - TEMPUS - 1 - 2012 - DE - TEMPUS - JPHES «ICo-op»: «Industrial Cooperation and Creative Engineering Education based on Remote Engineering and Virtual Instrumentation»

This project is co-funded by the European Commission. The information and views set out in this deliverable are those of the author(s) and do not necessarily reflect the official opinion of the European Union. Neither the European Union institutions and bodies nor any person acting on their behalf may be held responsible for the use which may be made of the information contained therein.

CONTENT

INTRODUCTION	:
Chapter 1 GLOBALIZATION AND THE LABOR MARKET	
1.1 System approaches to formation of supply and demand in labour market	
1.2 The interaction of the labor market and education academic area	2
1.3 The demand for graduates in the labor market as the criterion of quality evaluation of education and professional training	2
Chapter 2 LEADERSHIP AND ENTREPRENEURSHIP IN THE CONTEXT OF HUMAN CAPITAL	3
2.1 Activization business activities through the development of competence-based approach	3
2.2 Leadership role in organizational changes	4
2.3 Enterpreneurs' human capital in creative industries	5
Chapter 3 THEORETICAL BASES AND PRACTICAL ASPECTS OF PERSONAL DEVELOPMENT	6
3.1 The analysis of modern teaching methods at higher educational institutions	6
3.2 Organizational-methodological elements of the development of modern lifelong educational systems	7
3.3 Development of methods and models of quality evaluation of professional and training programs for higher educational establishments	7.
Chapter 4 METHODOLOGICAL ASPECTS OF FORECASTING NEEDS OF LABOR MARKET	8
4.1 HR scorecard as a tool of improve labour productivity	8
4.2 The practice of competency modelling within the context of human resource development.	8

4.3 Demand and supply forecasting integrated system in professional-competence profile	95
4.4 Competence diagnostic system of engineering personnel	98
4.5 The development of professional competencies of future engineers under the conditions of integration process of education, science and	
industry	101
REFERENCES	106
CONCLUSIONS	114
Annexes - METHODOLOGY OF QUESTIONNAIRES	
AND SURVEYS	117