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PECULIARITIES OF INNOVATIVE DEVELOPMENT OF THE PERSONNEL POTENTIAL OF FOREIGN OIL COMPANIES AND APPLICATION OF THEIR EXPERIENCE IN KAZAKHSTAN

Abstract. In this article considered an innovative development of the human resources potential of oil companies of foreign countries and indicators of innovative development of human resources in foreign oil companies and their application in Kazakhstan are presented. Also, the concept of the dual system of personnel training and the importance of its implementation on the basis of colleges and universities of the state are disclosed. The concept of innovative development of personnel potential and providing them with oil and gas industry enterprises is proposed, based on the cluster approach to the training of engineering personnel in the educational and scientific production process and innovation, where the university plays a coordinating role among all stakeholders. Due to this, competitiveness is ensured: graduates of universities, products created by graduates of the university, as well as enterprises and universities themselves. Also, the article mentions the practice of mentoring, which is considered an integral part of professional development, since the support of an experienced mentor can be useful in a career which allows trainees to adopt the skills and experience of management, develop their own managerial abilities.

Key words: personnel, personnel potential, innovation, dual training, oil companies, oil and gas industry, personnel reserve, professional mobility, career, training, innovative process, nationalization of cadres.

The innovative development of the personnel potential of domestic oil companies is based on the system of values of their people. Not so long ago, the main motive for the employee to work was the desire to make a contribution to building the country's communist system, but such high motives are replaced today by a desire for material gain. In domestic companies, the category "professionalism" is formed very blurry, so the level of wages, as a rule, depends on the rarity of specialization. In the period of modernization of the Kazakh economy, technical and technological renovation of production, the country especially needs high-quality personnel with ambitiousness, determination, initiative and creativity. Therefore, the innovative development of human resources in the oil and gas industry should give unquestionable priority. The need for specialized, problem-oriented education arises with the complication of the processes of developing production and the use of complex science-intensive products. The "technology" of training specialists meeting the requirements of consumers and capable of solving complex problems in various spheres of production activity is guaranteed assurance of a set of competencies and quality of training on the basis of intra-university quality assurance and quality assurance systems.

From the revealed features of innovative development of human resources capacity of foreign practice allows to give recommendations on application of their experience in Kazakhstan oil companies (table 1).

In particular, if we look at individual indicators, the experience of Japan is recommended for the Kazakhstani oil companies in terms of professional mobility. In the Japanese model, the moral qualities and loyalty to the enterprise are of paramount importance. Therefore, many Japanese enterprises take into account, first and foremost, the professionally and socially important qualities of the employee, allowing him to adapt to the conditions of the enterprise relatively easily, to show creative activity, readiness for constant training in and out of the workplace high professional mobility. The system of labor

remuneration and promotion used in the companies of Japan in accordance with the high age of the year presupposes a strong dependence of the reward on the length of service in one enterprise and its continuity. For example, a Japanese worker aged 30-34 years, who changed his place could receive only 75% of the salary of his colleague of the same age who works in the same company continuously from the moment of graduation. With age, the difference in pay increases: after changing jobs at the age of 35-39 years, only 71% could count, and 40-49 years - 59% of the wages of his peer, who continued to work in the same company all the time. Such a system of labor remuneration economically stimulates the employee's dedication and is connected with the system of lifelong hiring. Therefore, in the Japanese model, the professional knowledge and skills of employees are formed in the course of professional activity in the enterprise, i.e. enterprises are guided by the training of all potential employees, regardless of the existing profession and qualifications [1].

Table 1 - Indicators of innovative development of personnel potential in foreign oil and gas companies and their application in Kazakhstan

Indicators	USA	of the Japan	of the Russian Federation	Republic of Kazakhstan
Professional mobility	Positive phenomenon, the preference is given to specialists passing from one specialty to another, and the company.	A negative phenomenon, a high evaluation of the dedication of one company, sometimes a specialty, a multiple generation of the family	Average phenomenon in a large territory of Russia	Regarding oil companies, the application of the Japanese experience is recommended
Training of young specialists for the personnel reserve	Evaluation of young (27-33 years) employees and determination of their career growth.	Company employees' children	Training at the expense of the company - motivation, reduction of staff turnover.	Internship in foreign countries under special programs for determining professions. It is recommended to apply the experience of the US and RF
Knowledge	Development based on strategic needs. Continuing education. Training in the direction of the work of other functions		Orientation on the development of knowledge for current needs Training only in the direction of work	
Career	Individual career planning of each manager, specialist and employee, consisting in the reserve for promotion, taking into account the firm's capabilities and the business qualities of the applicant.	There is a system of "lifelong hiring". Employees are often tested for general intelligence, education, personal attitudes and character traits. Personal prosperity depends on the prosperity of the company.	Specific career development programs are developed for all levels of staff, taking business into account. Creation of a career planning system based on internal rotation	Career development is carried out in accordance with the requirements of a separate structural unit and does not take into account the needs of the business.
Directivity in the training of personnel	Training of personnel for the production of high-tech and science-intensive products and focus on fundamental and applied sciences	-	-	There is an advanced experience for Kazakhstan of the company operating in the country LLP "TCO", "KPO". US experience is recommended
Involvement of the company's personnel in the innovation process	Method "Work out"	Kaizen system	Crowdsourcing technology	Does not have a specific technology or system. It is recommended to apply the experience of the US and Russia
Power distance	Not pronounced	Not expressed	High level	
Note - Compiled by the author				