**Topic 5. Training and development**

**The purpose of the lesson** – expansion and deepening of knowledge about the methods of personnel training estimation; knowledge and skills in personnel development.

**The competences that a student gains:** the ability to carry out the training procedure, operate the principles of personnel development, calculate the efficiency of its conducting.

***Task 1.***

Due to the expansion of the dealer network, the company trained staff in the number of 10 people. The cost of training of one specialist in the field of marketing - 2 thousand UAH. The duration of the impact of the training program on labor productivity was, according to preliminary calculations, 5 years. The cost estimate of the differences in the productivity of the best and middle employees in the marketing department was 3 thousand UAH.

Determine which parameters of the firm's work will be influenced by the results of employee training. Calculate the effect of the training program on increasing productivity. Make conclusions.

***Task 2.***

Determine the average annual contingent of the students of the training and training center of the enterprise if:

the plan is to prepare for the year new workers with a term of training of 4 months - 50 people, with a term of training of 5 months - 65 people and to increase the qualification of workers with a break from production with a term of 1 month - 45 people and with a term of 1.5 months - 20 persons;

according to the curriculum of 100 people will be released 25 people on April 1 and 75 people - September 1;

the average student dropout rate is 6% of the contingent of accepted and dismissed students during the year;

the transitional contingent of students at the beginning of the year is 100 people.

***Task 3.***

The enterprise determines the most favorable terms of the agreement with the educational institution. In accordance with the contract, for a period of three years, 18 employees of the enterprise will have an annual training course (6 people will study at the same time during the year). The administration said that the tuition fee would increase by 200 UAH. annually for two years starting from the next academic year (at present the tuition fee for one employee will be UAH 1,500 per year). The educational institution offers the company a payment terms for the person: the enterprise pays a fee for the training of all employees simultaneously, for the entire period of the contract, based on the level of payment established at the present time. The bank interest rate on deposits in the national currency is 20%.

What payment option (under what conditions) is most profitable for the company?

***Task 4.***

Determine the effectiveness of raising the skills of ten employees of the enterprise, which spent 15 thousand UAH, if after their training the output of the company increased by 30 thousand UAH. month. The discount rate is (DR) 0,15. The calculation is conducted for one year.

***Task 5.***

Calculate the average costs for a beginner and the average cost of his training, if the known total cost of training - 30 thousand UAH, the number of hours of study in the program - 56 hours, the number of students - 15 people.

***Task 6.***

Which option for employee training is most profitable for the company: one time for 30 employees for 1 400 UAH. for each OR step by step:

6 people in the first year for 1,400 UAH. for each,

5 people for 1 800 UAH. in the second year,

15 people for 2 200 UAH. in the third year,

for 2600 UAH. in the fourth year for the others?

The discount rate for the second year is 0.909091, for the third year - 0.862646, for the fourth year - 0.751315.