PECULIARITIES OF TRAINING OF HIGH-TECH ENTERPRISE SPECIALISTS UNDER MODERN CONDITIONS

Sergey V. Novikov
PhD in Economics, Associate Professor
Moscow Aviation Institute (National Research University)

Abstract: This paper presents the transformations in the aviation industry that characterize the advent of a new industrial revolution and proposes a calculation of the complex indicator of the assessment of the effectiveness of training considering the new competences that characterizes the dynamics of modern changes. Also, it shows the results of using this model and analyzes the role of learning organizations in this era of change.

Key words: strategy, personnel, aviation industry, industrial revolution, foresight, composite materials, competences.

MIP: Engineering-2019
Cybernetics, Economics and Organization of Mechanical Engineering Production

Krasnoyarsk
Russia
The year 2020 is a turning point in the foresight of the aviation industry development project, in the course of which one era, called the commercial era, is being replaced by the post-commercial era. The main indicator characterizing the change of these eras of development is the flight efficiency coefficient \( t_{\text{eff}} \), which is determined by the following formula:

\[
t_{\text{eff}} = \frac{L}{C_{\text{pass}}} \times K_{\text{saf}} \times K_{\text{comf}} \times K_{\text{ecol}}
\]

- \( L \) – duration of transportation, km;
- \( C_{\text{pass}} \) – cost of transportation (one passenger);
- \( K_{\text{saf}} \) – coefficient of safety level;
- \( K_{\text{comf}} \) – coefficient of comfort level;
- \( K_{\text{ecol}} \) – coefficient of ecology level.
Successful realization of the technology potential of this industrial revolution depends on whether companies are able to retain their employees, whether educational institutions will be able to solve the problem of shortage of creative specialists and whether government agencies are ready to provide more active support. This will require a thorough understanding of the technological processes and their impact (both quantitative and qualitative) on different groups of related professions. Effective action based on this knowledge will contribute to the growth of the countries’ economy and increase the arbitrariness and responsibility of staff.

Thank you for your attention!