

Features of professional training of hr managers: the ability to create a health-oriented environment in the organization

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Abstract:

The necessity to improve the professional training of future HR-managers through the need of formation their ability to create a health-oriented environment of organization is scientifically substantiated. The meaningful essence of health-oriented environment of organization is solved. The analysis of the main directions of the state policy in the field of labour safety and health of personnel was carried out.

The features of system of health-oriented environment of organization (on the example of LEONI Company - LEONI Wiring Systems UA GmbH) were discovered. The measures which will help to eliminate or reduce the risks for life and health of people in working conditions were indicated. It is pointed out that the content of the professional training of students – future HR-managers depends on the effectiveness of the process of forming their readiness to create a health-oriented environment of the organization. Conceptual aspects and principles of health preserving training for students – future HR-managers are presented. The necessity of formation of health preserving competence of future employees of HR-departments through their participation in the processes of creating a health-oriented environment of organization is proved. It is stated that the complexity of the preparation of students – future HR-managers is conditioned by the requirements of their profession considering also the varieties of labour safety and health of the personnel.

It was proved that professional training of students – future HR-managers must consists three conceptual components: economic, legal and social. It was recognized that the most important aspect of this is the conceptual idea of interconnection between all three components which requires a rethinking and improvement of the content of specialized disciplines.

Key words: professional training, students – future HR-managers, health-oriented environment of organization, specialty “HR-management and labour economics”.

Introduction

In recent decades, large-scale shifts have taken place in the management of companies all around the world. More and more scientific papers show that the human factor comes out on the top to influence the long-term success of enterprises and organizations. The reliability and security of companies depends on the people who work there and their environmental influences. An important role in this sense is given to HR-managers who take part in formation of the organization's environment. Nowadays, the company's future determines the health of the staff, which is well understood by all the leading and most developed companies in the world [9].

The quality of life and health are influenced by the changes that each person puts in the environment during his/her labour activity. This process involves attracting the attention of society, state authorities and civic organizations to the actual state of labour safety and working conditions in organization [1, 2]. An effective mechanism is the change in public consciousness and the attitude of employers and employees to the processes of health preserving of able-bodied citizens in the conditions of the working environment. In this regard, the role of HR-managers, which is designed to contribute to the creation of safe working conditions, is growing. This requires the improvement of the training system of students who will work in the future in the field of HR-management and take place in creation of health-oriented environment of organization. Just the manager, who realized the necessity of measures for saving the health, felt the effectiveness of these measures would ensure the safety of work activities and create conditions that would not harm the health of the staff.

Material and methods

The question of labour safety and staff health discussed in scientific papers of M. Lomonosov, I. Siechenov (scientifically substantiated the physiological criterion of the duration of the working day), I. Pavlov (studied connections between the external environment and the higher nervous activity of a person),

M. Zelinskyi, S. Vavilov, O. Skochynskyi, Y. Paton, F. Erisman, V. Levytskyi (analyzed the causes of occupational diseases, the processes of fatigue) and others.

Scientific developments the problems of modernization of modern education are devoted to I. Zyzajun, O. Padalko, O. Pyehota, A. Nisimchuk; the means of improvement of educational activity and psychological and pedagogical influences are disclosed in publications of V. Molyako, V. Davydov, D. Mazoh, V. Bezpalko; the questions of health preserving study discussed in scientific papers of O. Dubogay, E. Vilchkovskiy, D. Davydenko, Y. Prystupa, M. Nosko, N. Zavydivska, B. Shyyan etc.

Based on the above, the problem of improving the content of education is devoted to numerous studies. But in most of them, the problem of improving the professional training of students - future HR-managers in their ability to create a health-oriented environment of organization concerns only a few issues.

The aim of this work is to substantiate scientifically the essence and content of integrative pedagogical technology of forming the ability to create a health-oriented environment of organization of future HR-managers. To achieve the aim we have solved the following **tasks**:

1. to carry out an analysis of literary sources that are tangent to the topic of our research;
2. to reveal the meaningful nature of the health-oriented environment of the organization and to analyze the main directions of state policy in the field of labour safety and the health of the staff;
3. to identify the features of the health preserving system of environment of organization (on the example of LEONI Wiring Systems UA GmbH);
4. outline the mechanisms for improving the teaching of students-future HR-managers on the basis of identifying a conceptual idea of the content of their professional training;
5. to highlight the main structural elements of content of integrative pedagogical technology of forming the ability to create a health-oriented environment of organization of future HR-managers on the basis of health preserving.

To achieve the tasks the following research **methods** were applied: theoretical (theoretical analysis and synthesis of educational, scientific literature, legal documents on education and healthcare, Internet resources), pedagogical experiment, empirical (content-analysis).

The researches were conducted during 2016-2017 years. Lviv institute of SHEI "Banking University" and Lviv State University of Physical Culture server as an experimental basis. At the stage of the qualifying experiment, a survey was conducted among students, graduates of higher educational establishments, employers. At this stage 68 experimental people participated in experimental research. Prolonged assessment of their professional activities and lifestyles served for further research. The formative and control stage of the pedagogical experiment was aimed at verifying the effectiveness of the integrative pedagogical technology of the professional training of future HR-managers. A further 50 people were involved in the formative experiment. In total, 118 people aged 20 to 50 years participated in experimental and experimental work. In total, the participation in pedagogical experiment took 118 persons in the age from 20 to 50 years old.

Results

Nowadays a progressive educational community puts a new challenge – an important component of human development should be the paradigm of health preserving. The priority is to form a responsible attitude towards the health of all citizens of Ukraine without exception. Exactly the health itself is a factor that determines a decisive role in creating a healthy future for the country, the formation of human potential [10]. There is no doubt that occupational safety and health is an important component of the work process of any organization. It can be noted that in Ukraine are gradually starting to operate the mechanisms of economic interest of the owner in establishing safe working conditions at enterprises of all forms of ownership. The workers, the state and the owners will benefit from this, because it is cheaper to prevent an accident than to eliminate its consequences. Employers are aware that it is more profitable to invest in creating safe working conditions than to pay fines and bear material losses due to the need to pay the families of victims [3].

State policy in the field of occupational safety is based on the main provisions of the Constitution of Ukraine. It is declared the creation of safe working and rest conditions for people, prevention of occupational diseases, introduction of technological innovations in order to prevent accidents [1, 8]. In our opinion, state policy will become even more effective if it is based on principles:

- the priority of the life and health of workers, the full responsibility of the employer for the creation of proper, safe and healthy working conditions;
- the introduction of proper technical control of the state of production in order to increase the level of industrial safety and, at the same time, in order to optimize the working conditions for safe and harmless health of working people;
- solving problems in creating a health-oriented environment through the introduction of nation-wide, sectoral and regional programs in this issue and taking into account advances in the field of health-preserving technologies;
- providing support to workers who have suffered from occupational diseases and have lost their health due to accidents at the enterprise;

- the establishment of uniform requirements for employers regarding the need to create a health-oriented environment at all enterprises, regardless of the forms of ownership and types of business;
- adaptation of labour processes to each employee. In other words, the working conditions must be consistent with the individual psycho-physiological characteristics of each worker and take into account his level of health;
- participation of the state in the financing of heal-preserving measures for employees of organizations, as well as the attraction of additional funds for these needs through the voluntary contributions of sponsors, etc.;
- promotion of a healthy lifestyle; the interaction of state authorities and various institutions that solve the problems associated with the creation of proper working conditions in an organization.

Nowadays in our state there is an increase in the administrative, material and personal responsibility of employers, responsible specialists for the life and health of employees by increasing the number of penalties for accidents at enterprises in several times. And this, in our opinion, is quite correct, because, for example, in the EU countries, moral damage is compensated by employers in the event of their guilty in an accident. Moreover, such compensation is regulated by the Civil Code [1, 8].

Considering the fact that people's life and health are a priority, employers should not save on the creation of appropriate rest rooms, gyms and the involvement of professionals who deal with these issues. The introduction of measures to prevent accidents at work will reduce the risk of occupational diseases and increase the responsibility of employers for proper working conditions and employees in fulfilling the conditions for maintaining their own health [9]. Convention and the recommendations of the International Labour Organization on occupational safety and health in a production environment – the basis for the elaboration the events for developing measures aimed at creating safe and healthy working conditions, that determines health as a component of human labour potential [8].

Labour safety and staff health is a system of ensuring the safety of life and health of workers in the process of labour activity. Safe and healthy working conditions depend on a variety of factors. As an example, in Fig. 1 is shown health-oriented system of environment of organization (on the example of LEONI Wiring Systems UA GmbH).

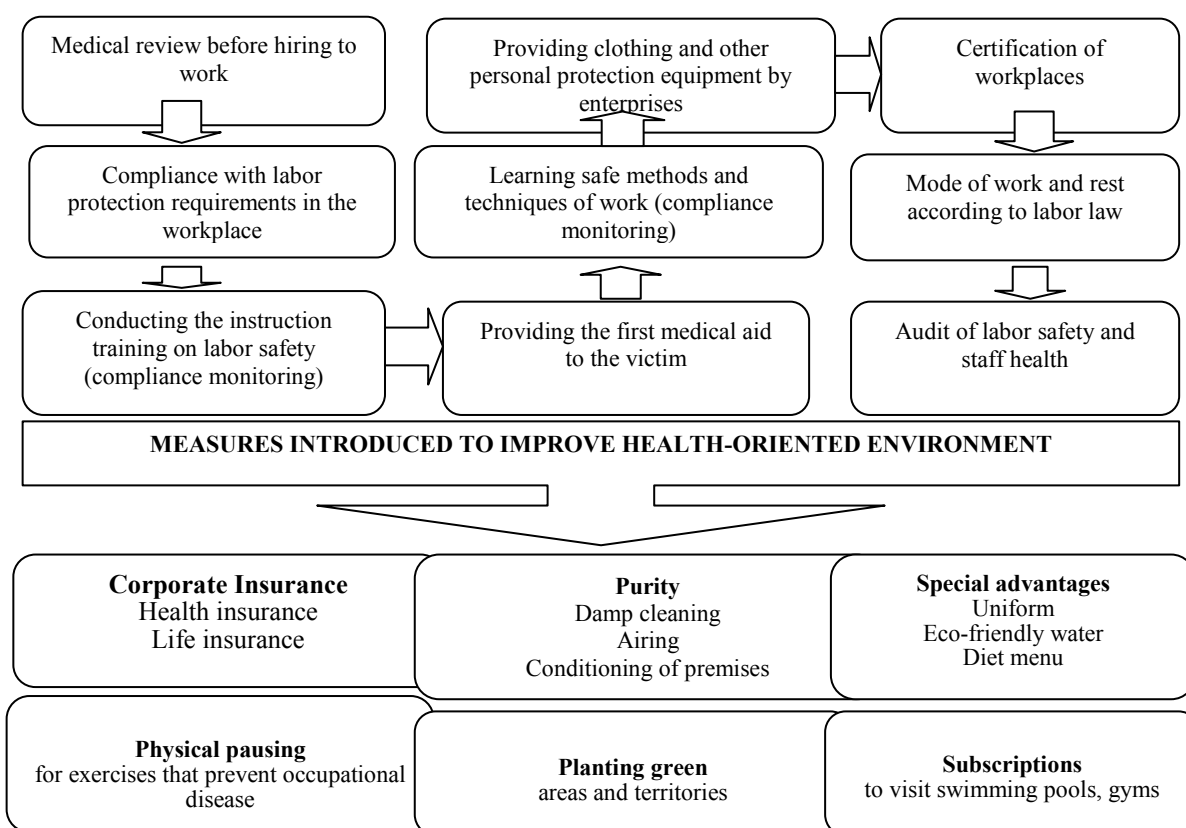


Fig. 1. Health-oriented system of environment of organization (on the example of LEONI Wiring Systems UA GmbH)

By its essence, the health-oriented environment is, in fact, a combination of various quantitative and qualitative indicators: legal, technical, organizational, sanitary-hygienic, psychophysiological, aesthetic, social-psychological, ergonomic, therapeutic and preventive, rehabilitation [4, 7]. Such a versatility and diversity indicates the complexity the process of creating a health-oriented environment of the organization. This, in turn,

makes it necessary to study and unify the content of the professional training of students – future HR-managers, from which in future will depend the quality of ensuring optimal working conditions that will contribute to maintaining the health of the organization [10].

Discussion

Results of research in the field of biomedical and pedagogical sciences show that health-preserving technologies are an effective means of ensuring not only general, but also purposeful development and support of functions and systems of the human body, its motor and physical potential, anatomical-physiological and psychological capabilities. In this regard, there is a need to study the state and trends of the development of recreational activities of people, issues of theory and methods of physical education, physiology and psychology of labour etc.

The study and integration of the views of the researchers and generalization of our own pedagogical experience indicate that the substantive nature of the health-preserving activity of future HR-managers determines their ability to carry out diagnostics, prevention, support and correction of the condition, first of all, their own health during the future life activities. In modern conditions, the content of education received by students – future HR-managers, characterized by the lack of health-oriented theoretical and methodological components. It doesn't satisfy the needs of young people in obtaining the necessary knowledge, skills and abilities in preserving their own health. Moreover, it doesn't contribute to the formation of health preserving experience of future HR-managers, despite the fact that such experience will be necessary for them in future professional activities. All this indicates the necessity of applying in the educational process the newest pedagogical technologies, educational and pedagogical innovations, united by a single educational goal – the formation of skills for the continuation of years of full-fledged physiological and intellectual healthy life of a person.

The professional training of students – future R-managers in higher educational institutions is more focused on studying economic disciplines. Although, in our opinion, in the present conditions, the professional competence of the HR-manager will determine the relationship between the disciplines of the economic and natural orientation. On the basis of fundamentalization of the content of professional training of students – future HR-managers, it is necessary to create a theoretical and methodological basis that will allow to highlight the most important organizational aspects, to unify the existing methods, to create an integrative program of formation of readiness to create a health-oriented environment of the organization. This circumstance predetermines the need for a scientific search for ways of fundamentalizing the content of professional training of students – future HR-managers in methodological, theoretical and practical aspects. The methodological concept reflects the interconnections and integration of scientific approaches to the study of the problem of fundamentalization of professional training of students – future HR-managers on the basis of health preserving. The theoretical – necessitates the improvement of curricula, namely, the definition of interdisciplinary connections in the block of disciplines of professional direction and, accordingly, the substantiation of the system of formation of fundamental health-preserving knowledge on the basis of competence-oriented learning format. The practical concept – the creation of a unified integrative pedagogical technology of learning, which will facilitate the formation of students – future HR-managers preparedness to create a health-oriented environment of the organization.

In our opinion, the process of professional training of future HR-managers in higher education establishments should be considered from the position of post-classical methodology. Because, the methodology of the classical system of such education is abstracted from the activity nature of the subject, non-classical methodology uses this nature, post-non-classical – fills its sociocultural, health-preserving context. Drawing on the interpretation of the content of the post-non-classical methodology, the process of formation preparedness to create a health-oriented environment of students – future HR-managers can be considered as self-developing open pedagogical technology, the component of which is the person him/herself. The first priority is the formation of professional knowledge on the basis of health-preserving thinking, and then through the views, awareness, beliefs – in responsiveness, behaviour, self-discipline, and finally – in the ability to create health-oriented environment for others.

The starting conceptual position and the theoretical basis for the fundamentalization of the content of the education of future HR-managers is the idea of unity of the world. This unity determines the noosphere pedagogical paradigm of the fundamentalization of the content of such education. Given this, the process of forming the readiness of students – future HR-managers to create a health-oriented environment of organization – a noosphere process in which knowledge, consciousness and actions acquire a single meaning in order to form a person for the biosphere. The theoretical concept of noosphere knowledge reinforces general scientific approaches that can reflect the data on the interconnections between the physical, mental, moral and other aspects of a single process of development. The noosphere knowledge in the content of the professional training of future HR-managers is a paradigm, which implies the using of vital forces of the organism at all levels of being. The basis of professional training of students of this specialty should be the philosophical doctrine of a person, which reveals the dialectic between nature and society, serves as the scientific basis of research and promotes the integration of interdisciplinary connections into a single pedagogical technology, since

contemporary philosophy considers a person in a combination of physical and mental nature of it. In our opinion, such a philosophy in modern conditions should be based on a large number of special sciences, many of which arose only in the last decade.

Motives for health preserving are closely related to motor (labour) activity, all social development of personality and is a powerful subjective factor in increasing labour productivity. The market economy of our state is characterized by instability, the presence of crisis situations, unemployment, which creates such living conditions that require the maximum physical health of workers. The rigid and sometimes "unhealthy" competition of graduates in the labour market, depending on the business interests of employers, requires young people to have psychological stability, high mental and physical efficiency, and a fair resistance to harmful environmental influences. In this regard, the study of focus of labour processes on the physiology of workability and fatigue can't be ignored in the process of training of future HR-managers, because a human as a subject of work is a conscious producer of material and cultural values; from the level of health and degree the activity of a person mostly depends the productivity of labour and, in particular, the effectiveness of the means of labour that creates by a person and affect the level of health. The professional training of future HR-managers should include, in our opinion, three conceptual components: economic, legal and social. And if we can consider that the economic and legal constituents today meets the requirements of the present, then the content of natural, socially important disciplines should be more fundamental and substantial thorough the likelihood of future HR-managers to creation a health-oriented environment of the organization. A particularly important aspect of this is the conceptual idea of the interconnection between these components, which requires a rethinking and improvement of the content of specialized disciplines (*Fig. 2*).

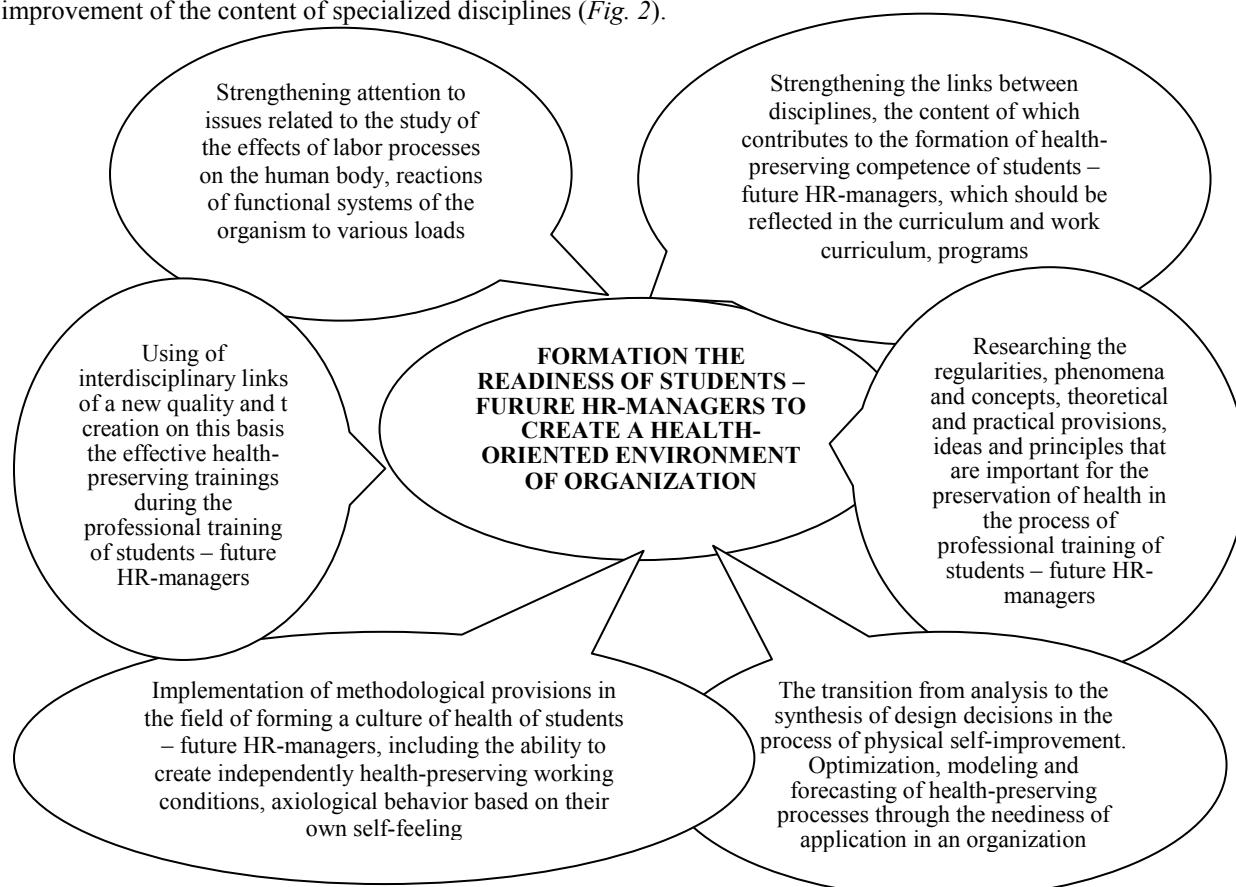


Fig. 2. The concept idea of interconnections in the content of the pedagogical technology of forming the ability to create a health-oriented environment of future HR-managers

To determine and conduct a comparative analysis of the components and levels of formation of student's ability to create a health-oriented environment, we have modified the existing methods, adapting their content in accordance with the objectives of our research. The questionnaire created by us substantively envisaged the specification of five structural components: theoretical and methodical, knowledge-cognitive, reflexive, motivation and activity, cultural-educational. The self-assessment of their own level of ability to create a health-oriented environment of the organization was carried out by the students at levels: high, medium, low.

It should be noted that in the experimental group before the experiment 21.2% of students had a high level of ability to create a health-oriented organization environment; medium level – 26.4% of students, and a low level – 52.4% of students. After the experiment, the high level had 54.3% of students, the medium level – 33.5%, and the low – 12.2%.

In the control group, 19.6% of the respondents had a high level of ability to create a health-oriented organization environment, the medium level – 25.1%, and a low level – 55.3%. After the experiment, 20.6% of students had a high level of education, the medium – 25.4% of students, and a low level – 54.0% of students. As we see in the control group, no significant differences are observed.

Factor analysis of our data shows that at the stage of the control pedagogical experiment, all components of the formation of the ability to create a health-oriented environment of the students of the experimental group, according to their self-esteem, are higher than in the students of the control group. The most-formed students consider the motivation and activity component (28.2%), in the second place is theoretical and methodical (25.3%), in the third position is the reflexive component (22.9%), in the fourth is knowledge-cognitive (15.6 %), and the last position – cultural-educational (8%).

The verification of our data was carried out using nonparametric statistical-probabilistic analysis methods. Student's *t*-test was used to evaluate the statistical significance of the results obtained. With a probability of 0.95%, we can argue that study in an experimental group using our pedagogical technology to form students' ability to create a health-oriented environment is more effective. In other words, the data obtained by the Student's *t*-test indicate that there is a statistically significant difference in the formation of a high level of education in health preserving issues of students of control and experimental groups at the 95% confidence level.

As we see, taking into account the ideas of the newly created integrative pedagogical technology in the content of curricula and training programs for future HR-managers has led to a statistically significant improvement in their ability to create a health-oriented environment. In our opinion, this happened due to the consideration in the content of the professional training of future HR-managers the peculiarities of their future work. We have confirmed the classification, developed by Y. Klimov [6], who divided all the professions into five types depending on the features of the subject of labour: "human – human", "human – technician", "human – nature", "human – sign system", "human – artistic image". In our opinion, the profession of HR-manager can be attributed to the type of "human – human" and to the type "human – nature". This is the complexity of professional training of such specialists. The subject of labour in the first case is a person, groups of people, a collective, and in the second one – objects of animate and inanimate nature, earth, atmosphere. The activity of type "human – human" is management, and the type "human – nature" is the prevention of diseases. The type of "human – human" profession is characterized by the need to educate such skills: the ability to establish relationships with people, help in mastering the fundamentals of science, accuracy, punctuality, kindness, readiness to come to the aid of another person, kindness, benevolence, self-criticism, self-control, observation, emotional stability, distribution of attention, logical thinking, high memory rates, etc. The type of "human – nature" requires the following skills for the specialist: the ability to establish causal relationships, analytical thinking, the ability to predict and evaluate changing natural factors, disease prevention, rich imagination, operational thinking, observation, persistence, and responsibility.

It is logical that the success of the process of forming the readiness of future HR-managers to create a health-oriented environment nowadays is a necessity and depends on the technologies and techniques which are using during the professional training. At the forefront are methods of forming a culture of health. The search for new forms, means and methods of optimization of such technologies, which promote the increasing of readiness of the future specialist of HR-management sphere to creation of a health-oriented environment, becomes more actual. The organization and implementation of the educational process should be carried out through the using such methods of physical self-improvement, the choice of which is determined by the specifics of the specialty. The quality of educational outcomes in the scientific sense is related to the physical self-improvement of the student as a participant of the process of preserving his/her own health. An important place in this case is given not only to the upbringing the need to master yourself, own behaviour, lifestyle, but also carry out a permanent analysis of own health-preserving activities [5].

In our opinion, the complexity of professional training of future HR-managers is conditioned by the requirements for their profession, also given the variety of occupational safety and health of the staff. Labour safety is divided into: physical, economic, informational, legal, intellectual and environmental safety. At first glance it seems that physical and environmental safety is more important for the health of workers. However, in our opinion, economic, informational, legal and intellectual safety is a guarantee of a proper level of psychological health of workers.

Conclusions

The ability of HR-managers to implement health-preserving measures in the system of protection of able-bodied citizens is intended to change substantially the attitude of employers and employees to the solution of health problems. In our opinion, the implementation of such health-preserving measures should be carried out exclusively by professionally trained specialists. Such specialists in the present-day situation can become graduates who have mastered the specialty "HR-management and Labour economics".

From the point of view of many scientists, the effective way of improving the state regulation of safety and labour protection at domestic enterprises is to see a change in the social consciousness and attitude not only of employers, but also of employees to their own health, a revision of the deformed understanding of their participation in activities for the extension of years of healthy life. In our opinion, the unification and

improvement of the training system of specialists who will work in the HR-management sector will be no less effective. This process leads to changes in the system of professional training of students specializing in "HR-management and Labour economics". A comprehensive analysis of both the legislative base of Ukraine and the level of the enterprise (on the example of LEONI Wiring Systems UA GmbH) indicates that, in general, Ukrainian legislation is in line with the main strategies of the policy of promoting health and healthy lifestyles. The current regulatory framework is aimed at preserving the basic indicators of employee's health. However, it should be noted that despite the existence of positive legislative developments, there is a formal and ineffective application of the relevant legislative acts.

The content of the professional training of students specializing in "HR-management and Labour economics" should be oriented not only on giving them knowledge, skills and abilities of a broad economic-legal spectrum. It is necessary to shift the emphasis in the direction of social and natural spectrum, that is, the content of disciplines should contribute to the formation the ability to implement health-preserving measures in the organization of future HR-managers. The main structural elements of the content of the integrative pedagogical technology of the professional training of future HR-managers should be based on the principles of health preserving. This involves a combination of theoretical and physical components. At the first stage comes the neediness for the constant updating of special basic knowledge, skills and abilities of students. The main qualitative difference of such technology of professional training of specialists in this sphere lies in its interdisciplinary, integrative, complex essence. Fundamentalization of the content of education in this case is an orderly and gradual dynamic phenomenon and basis of the newly created pedagogical technology of training future HR-managers. Such a concept will ensure the implementation of hierarchical relationships between all its components and will optimize the process of formation of health-preserving competence.

Competently oriented format of professional training of future HR-managers is, in our opinion, become the basis of their training. Innovative content and mechanisms for improving the system of professional training of future HR-managers, considering the neediness of implementation measures for protection the health of employees, designed to change significantly the organization's system of health-oriented environment, which will help eliminate or reduce the risks to life and health of people.

The statistical-probabilistic analysis of the data obtained allows us to conclude that, with a probability of 0.95, or 95%, we can assert that the division into groups affects on the level of the studied feature at a positive level. In other words, with a probability of 0.95, or 95%, we can say that the students of the experimental group, where the training was conducted on the basis of our developed pedagogical technology of forming the ability to create a health-oriented environment of the organization, there are positive changes. The students of the control group did not make such changes.

Organizational and pedagogical conditions, conceptual foundations of the content of professional training of students – future HR-managers through the need to form their competence in the creation of a health-oriented environment of organization will be studied in our further investigation.

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