

### **5.1.20. MANAGEMENT OF PERSONNEL PROFESSIONAL ACTIVITIES ON NON-DESTRUCTIVE TESTING**

Belokur I.P., Gordonna Y.O.,  
National Aviation University, Kiev, Ukraine

An international experience of enterprises provides evidence for the fact that no less than 20% of their general expenses is allocated for their personnel training and certification. Personnel certification provides an opportunity to the staff to provide documentary evidence by an independent organization of their skill level and the level of their workmanship in a current situation, and that will enhance their chances for employment or opportunities for their job promotion and mobility at the labour market.

The novelty of approaches to QMS establishing is in orientation of managing the enterprise activities on satisfying the consumer's requests to the outputs quality, applying the process approach in managing the activities related to quality assurance, creating the conditions for regular improving of outputs and advancing the QMS.

Personnel engaged into functional areas having impact on quality, plays the central role in quality system implementation. Whatever modern the quality systems would be, there always a human standing beside them with his wishes and unwillingness, ability or inability to work efficiently. New conditions of the quality system functioning require sufficient changes in training personnel while considering new social-psychological interests.

In presentation will be adduction a personality's own assessment of his/her chances for success has a sufficient impact on his/her motivation to professional activities. The more a person believes in success, the more efforts (s)he tends to put into achieving the goal set. Assessment by the personnel of their own abilities can be the subject for exploration in the interviewing process. Successes that they had in the past form the faith in their own strengths, in their own efficiency. Failures in the past destroy one's faith. Subjective value of success defines the motivation for achievement (longing for success). The fact of how intensive a person will work in a specific area directly corresponds with the meaning that a personality puts into achievements in non-destroying control and technical diagnostics. While certification, there is a need to identify additionally how the job applicant imagines his/her activities at a new job placement or while controlling new components, details and joints; what kind of success (s)he might achieve; what personality meaning this success carries for him/her, what is the value of it for him/her etc. Content analysis of the personality language (oral or written one) is quite an efficient one. In a person's language there are judgments, expressions identified which evidence the availability of a person's motive for success achievement. Thus, availability of the achievement motivation can be evidenced by positively formulated statements which do not express any apprehensions or uncertainty re: possibility to achieve the goal, and, on the contrary, there is a longing for a success expressed ('I would like', 'I plan', 'I strive for' etc). Based on the certification outcomes, human resources management services at the enterprise conduct staff recruitment and its development by means of developing the incoming information – job descriptions, qualification requirements and system of criteria which ensure personnel adaptation. Besides, they ensure personnel development (professional training, re-training, advancing qualification to ensure functions of the above organization, coordination and control, job promotions) with development of methodological recommendations on the above process practical realization.

It's necessary to remember that quality management is, in the first instance, management of human resources and their activities. Therefore, there should be a certain personnel management system existing at the enterprise that should foresee the process of evaluation of a worker's performance of his/her duties – i.e., certification. While obtaining the certificate on competence, the specialist is the subject to technical observance by the certification authority according to the order of implementing the control over the certified personnel. The certificate availability proves that the specialist meets the qualification requirements (there is certain knowledge, abilities and skills). At the same time, while certification there a necessity occurs to evaluate the correspondence of the specialist with the character of a job performed. It is advisable to explore availability of personality accentuations. A German psychologist and psychiatrist Karl Leonhard developed and described classification of the personality accentuations where he has identified the following ten main types of accentuations: demonstrative; pedantic; hyperthymic; dysthymic; cyclothymic; ecstatic; sticking; excitable; anxious; emotive. The personality traits are divided into the core and additional ones. The core personality traits are the heart of the personality; they identify its development and mental health. Each of us has own identity image, i.e., some traits are accentuated. It's necessary to state that classification of personality accentuations is a classification of not pathologies but extreme variants of a norm. While having a successful development, accentuated persons can have much more creative potential than those non-accentuated – there is only a need to direct it into the right channel.