

solutions. Successful management of these aspects is fundamental to achieving sustainable economic development and social harmony.

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K. Sokolova, H. Mudrenko

JUSTIFICATION OF WAYS TO INCREASE THE COMPANY'S PERSONNEL PRODUCTIVITY

The issue of increasing the productivity of personnel becomes important in modern business conditions, where competition is growing, and requirements for the efficiency of the enterprise are becoming more stringent. The study of this issue is relevant from the point of view of improving the competitiveness and stability of the enterprise. And the definition and substantiation of specific areas that will contribute to increasing the productivity of the company's personnel is aimed at supporting effective functioning and achieving strategic goals.

In modern conditions of the market economy, one of the main problems associated with ensuring the normal and effective development of enterprises or organizations is the problem of personnel management [1]. In the near future, the best development will be achieved by those enterprises that place the main bet on human resources and their management.

At the current stage of the development of market relations, the basis of the stable and effective work of every enterprise is the presence of personnel who are able and ready to work, as well as possessing a high level of professionalism. The human factor is the main component of production, and the costs of improving the qualifications of personnel are considered necessary and effective investments of the enterprise. No matter what the latest technologies, innovative ideas are, they will never be effective, bring maximum benefit without highly efficient work, proper training and qualification of personnel. The growth of personnel potential is

achieved only under the conditions of its continuous development, including through professional training.

For analytical purposes, all workers can be divided into:

1) the main ones – those that directly participate in the process of creating products;

2) auxiliary – those who perform main production maintenance functions.

Gradually, with the development of production, its mechanization and automation, clear boundaries between main and auxiliary workers are disappearing, and the role of the latter (in particular, adjusters, mechanics) is growing.

Forms of personnel training are types of organization of interaction of students and listeners in study groups, individual students or listeners among themselves, with teachers within the framework of certain types of classes [2]. They have a logically complete organization of the pedagogical process, which is characterized by systematicity and integrity, self-development, a personal and active nature, the constancy of the composition of participants, the presence of a certain mode of conduct.

Personnel training can be carried out using various forms and methods, taking into account the needs of the organization and the peculiarities of the training process [3].

The main forms of personnel training are as follows:

- Courses and trainings;
- Electronic learning (e-learning);
- Online courses;
- Video lectures and webinars;
- Mentoring and coaching;
- Mentoring programs;
- Coaching;
- Working groups and team projects;
- Team training sessions;
- Development projects;
- Working seminars and conferences;
- Internal conferences;
- Self-study;
- Reading;

- Online courses for self-study;
- Game techniques (gamification);
- Game scenarios.

The choice of a specific form of training may depend on the specifics of the organization, the type of training material and the needs of the staff. A combination of different methods can be the most effective for ensuring the development of personnel at the enterprise.

Thus, the study of ways to increase the productivity of personnel is relevant and necessary to ensure the competitiveness of the enterprise in the modern business environment. The results of the study can serve as a basis for the implementation of practical measures and strategies in the field of personnel management in order to improve the efficiency of the entire team.

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D. Starodub, A. Kobchenko, T. Vorova

PSYCHOLOGICAL FEATURES OF NEGATIVE EXPERIENCES OF STUDENTS AT PRIMARY SCHOOLS UNDER MARTIAL LAW

The relevance of the topic is very high, as the mental health of adolescents is a major factor for their future life. Primary school students are very vulnerable to various stressful situations, and adolescents can experience the negative emotions and feelings in an exaggerated way due to various circumstances and their age. Low self-esteem, fear, stress, anxiety, social inequality, depression, and other factors can affect their present and future.

The concept of negative experience is one of the key concepts in psychological research, despite the fact that in the theoretical and methodological sense the term is