

in the Belarusian economy, has demonstrated impressive results in the first five months of 2025. There are 150 registered residents in the park, which indicates a steady increase in the attractiveness of the site for foreign and domestic investors. The declared total investment of these residents reaches USD 1.57 billion. These investments, along with plans to create about 16,000 new jobs, indicate the park's significant potential to stimulate economic growth in Belarus and create high-tech jobs. In 2025, the park was replenished with 9 new residents representing Russia, China, Switzerland, Turkey, and Belarus. In total, the park's residents represent 15 countries. This geographic diversity emphasizes the international nature of the project and its attractiveness to investors from various countries [1].

Thus, the China-Belarus Industrial Park "Great Stone" is a strategic and largest project of bilateral cooperation. The project is being developed within the framework of interstate Belarusian-Chinese cooperation and signed intergovernmental documents.

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## THE ROLE OF PROFESSIONAL TRAINING AND DEVELOPMENT IN ENHANCING LABOR PRODUCTIVITY

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Professional training and development programs represent critical investments for organizations seeking to enhance workforce productivity. Research consistently demonstrates that well-designed training initiatives yield significant returns through improved employee performance, reduced errors, and increased innovation capacity [1].

Organizations implementing structured development programs report productivity gains of 17–21 % compared to those without such initiatives. These improvements stem from enhanced technical competencies, strengthened problem-solving abilities, and better alignment between employee skills and organizational needs. Additionally, training fosters employee engagement and retention, further contributing to productivity through reduced turnover costs and preserved institutional knowledge.

Modern approaches emphasize continuous learning models over isolated training events. Digital platforms now enable personalized, just-in-time learning experiences that minimize productivity disruptions while maximizing skill acquisition. The most effective programs combine formal instruction with practical application opportunities, allowing employees to immediately implement new knowledge in relevant work contexts.

Cross-functional training has emerged as a particularly valuable approach, enabling employees to develop versatility across multiple operational domains. This flexibility enhances organizational resilience and productivity by creating adaptable workforces capable of responding to shifting demands (Noe & Kodwani, 2018). Studies indicate that employees with cross-functional capabilities contribute to 23 % higher team productivity compared to narrowly specialized

counterparts.

The relationship between training and productivity is further mediated by organizational culture. Learning-oriented cultures that actively support knowledge application show substantially higher returns on training investments. When leadership visibly champions professional development and creates systems that reward skill application, productivity gains from training initiatives increase by approximately 35 % (Salas et al., 2012).

Technological advancements continue reshaping training methodologies, with virtual reality, augmented reality, and AI-driven coaching systems demonstrating particular promise for productivity enhancement. These technologies enable realistic skill practice in safe environments, accelerating proficiency development while reducing costly on-the-job learning curves. Organizations leveraging these advanced training technologies report 28 % faster time-to-competency metrics compared to traditional training approaches.

For maximum impact, training initiatives should be strategically aligned with organizational objectives and regularly evaluated against productivity metrics. This ensures resources are directed toward development activities with the highest potential return on investment.

As labor markets continue evolving, ongoing professional development becomes increasingly essential for maintaining competitive workforce productivity in knowledge-based economies.

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## PROSPECTS AND RISKS OF WORKING IN THE GIG ECONOMY

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The gig economy, characterized by short-term contracts and freelance work, has grown significantly in recent years. According to a 2023 report by the World bank, approximately 12 % of the global workforce engages in gig work, with projections suggesting further expansion due to digitalization and shifting labor preferences [1]. Enabled by digital platforms, this model offers flexibility and autonomy for workers, but it also presents notable risks. This article examines the key prospects and challenges associated with gig work.

One of the primary advantages of the gig economy is the flexibility it provides. Workers can choose their hours, select projects that align with their skills, and often work remotely. A 2023