

however, that knowing grammar rules does not necessarily result in good speaking or writing. A student who has memorized the rules of the language may be able to succeed on a standardized test of English language but may not be able to speak or write correctly.

Language learning as seen today is not communicative. It is the result of direct instruction in the rules of language. And it certainly is not an age-appropriate activity for your young learners - as it is not for adults either. In language learning, students have conscious knowledge of the new language and can talk about that knowledge.

Pragmatic results clearly show that a grammar based approach to teaching a language is highly ineffective since language per definition entails communication. Until we come to understand this simple fact, we will keep seeing students dropping out of their language studies because "they are too hard for them, they are not cut out to learn a second language" and statements like these. And they may be true... They do not need to learn a second language. Then need to acquire it in all the senses of the word.

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THE METHOD INDICATING AN INTEGRAL LEVEL OF STAFF APPRAISAL

*Sysoev Ivan, Associate Professor. Skvortsov Victor, Associate Professor
Vitebsk State Technological University, Vitebsk, Republic of Belarus*

At present the labour potential of any organization is a key factor for producing competitive goods and providing quality services.

As a rule the basic elements of the labour potential are not only the structure of labour resources, the system of formation, training and staff development, stimulation of labour activity and maintenance of workers at the company but also staff assessment (competence, the ability to organize and plan work clearly, responsibility, independence, initiative, ability to master and use new methods at work, capacity for work, ability to maintain relationships with other workers, etc.).

In this regard, personal evaluation should be taken into account, especially quantitative and qualitative factors such as vocational qualification level, professional qualities and the complexity of the functions; indexes of works, and also their rhythm.

The estimated coefficient of vocational qualification level is suggested to determine by using the formula of $K_{\text{нкв}} = (O_o + O_s + O_{\text{пм}}) : \sum O_{\text{max}}$, where O_o - is an estimation of education; O_s - is evaluation of work experience; $O_{\text{пм}}$ - is the level of active participation in the system of improvement of professional skills; $\sum O_{\text{max}} = 2$ - is the maximum amount of points in the evaluation of three groups of signs, Table 1.

Table 1 – Assessment of the vocational qualification level of the staff

Signs of assessment	Estimation in points
<i>Staff education</i>	
1. With secondary education (complete or incomplete)	0,15
2. With a special vocational education	0,25
3. With a secondary special education	0,35
4. With a higher and incomplete higher education	0,50
5. With two higher educations relevant to the job profile, or degree	0,75
<i>Employee participation on improvement of professional skills</i>	
1. Short-term courses, internship at the company, target courses	0,25
2. A second profession (specialty), confirmed by the certificate	0,45
3. Refresher courses (once in 5 years) receiving the certificate of completion of courses or training in College (another secondary institution)	0,55
4. Training in a higher educational institution	0,75
<i>The evaluation of work experience personnel</i>	
1. Up to 15 years for each year	0,03
2. 15 and more	0,50

Assessment of professional qualities of workers (taking into account the characteristics of enterprises of light and textile industry) can be the most versatile features that significantly affect individual productivity. Evaluation of the totality of business qualities summation estimates of the levels of attributes with regard to their specific significance. It is important to assess the difficulty of the job function. It is carried out on the grounds, included in tariff-qualification Handbook and reflected in the wage category.

Each feature has four levels of display and is estimated in points: low - 0,5; middle - 1; above average - 2; high - 3,0. Estimation from 0,5 to 3 points is given to the worker for each basis taking into account its specific significance, Table 2.

The integral assessment ($K_{\text{н}}$) of all totality of qualities is average summing estimates of the characteristics, multiplied by their relative importance according to the formula:

$$K_{\text{н}} = \left(\sum_{i=1}^n a_{ij} \times x_i \right) : n$$

, where i -is a sequence number of sign ($i = 1, 2, \dots n$); n - is a

number of signs; j - is a level of any sign estimated ($j = 1, 2, 3, 4$); a_{ij} - is a j -th level of i - ro sign for the worker, the points; x_i - is specific significance of the i - ro sign to evaluate the overall professional qualities, in fractions of a unit.

Table 2 – Characteristics of professional qualities, complexity of functions performed and the results of the workers.

Indexes	The specific value	Max. estimation (3points) taking into account the importance
<i>Professional qualities of workers (K₀)</i>		
1. Professional competence	0,21	0,63
2. Good organization of work (without reminders and enforcement)	0,19	0,57
3. A strong sense of responsibility	0,17	0,51
4. Ingenuity and initiative in the work	0,15	0,45
5. Good contact and the ability to work effectively	0,10	0,3
6. The propensity for new ideas and creative solutions	0,09	0,27
7. Emotional exposure	0,09	0,27
<i>The complex functions (K_c)</i>		
1. The nature of the work reflected in the tariff-qualification Handbook	0,50	1,50
2. The variety of work	0,20	0,60
3. The guide element (team)	0,20	0,60
4. Additional responsibility in the process and working with self-control	0,10	0,3 0
<i>Quantitative indicators of the results of the workers (K_{кал})</i>		
1. Volume of work	0,60	1,80
2. The quality of work performed	0,25	0,75
3. Rhythm	0,15	0,45

Overall assessment of work is determined taking into account the qualitative and quantitative indicators according to the formula $K_{общ} = 0,5 (K_{кач.} + K_{кол.})$, where

$$K_{кач} = (K_{пкч} + K_{д} + K_{с}) : 3.$$

Based on the value of this integral index we have concluded the employment potential of both an individual worker and team working. The higher this ratio is the better use of the labour potential. The proposed method of assessment provides a comprehensive assessment of employment potential, helps to express its state of the integral indicator, allows to reduce time spent on assessment and leads diverse indicators to a single dimension, but also highlights the status levels of the labour potential of the organization.