

	3 - experienced	7	8	25	
	TOTAL	27	32	69	

According to the general competence profile, codifiers and specifications, test bank was developed (Table 2).

The results of such personnel testing are the following:

- description of the professional competence assessment stages and techniques;
- profile description of technical knowledge and skills required for positions, by codifiers and specifications for each company specialist;
- common test bank;
- professional competence assessment results via a testing method;
- knowledge and skills inventory of the petroleum specialists via the developed tests (especially after the restructuring);
- obtained data analysis of the technical strengths and weaknesses of the specialists and the enterprise,
- sustainable competitive ability of the enterprise and its subdivisions within this or that sector;
- follow-up revision of the personnel assessment results;
- program development of advanced professional training reflecting obtained analysis results (optimized training programs planning; feedback; job position requirements).
- motivation in personal development and career growth.

It is worth noting that such an approach is effectively being used in several petroleum companies: employee performance efficiency mechanism, as well as testing (preliminary and post professional training); growth dynamics [6].

4 Conclusion

This competence assessment algorithm is of great importance, both for Personnel Development Department officers and for any employee who is responsible for decision-making in the HR Policy, as well as for personal and career development. The results of the tests will affect the production optimization and operation of the company itself.

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