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Actual problems of the staff of specialists in the oil and gas industry of Kazakhstan

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Summary: The implementation of the most significant social programs on a regional and national scale is associated with the work of oil and gas enterprises. Human resource management should be considered as an integral system aimed at solving such problems as the prompt and comprehensive satisfaction of the needs of the enterprise for personnel with the necessary level of education, qualifications, experience and work experience for more highly productive and efficient work.

Keywords: oil industry, personnel shortage, Kazakhstani specialists, personnel aging, enterprise potential, competitiveness.

The oil industry today is a large national economic complex that lives and develops according to its own laws. Oil for the national economy:

- raw materials for petrochemicals in the production of synthetic rubber, alcohols, polyethylene, polypropylene, a wide range of various plastics and finished products from them, artificial fabrics;

- a source for the production of motor fuels (gasoline, kerosene, diesel and jet fuels), oils and lubricants, as well as boiler - heating oil (fuel oil), building materials (bitumen, tar, asphalt);

- raw materials for obtaining a number of protein preparations used as additives in livestock feed to stimulate its growth [1].

Unlike other types of fossil fuels, oil is relatively easy to extract, transported (through oil pipelines) and quite simply processed into a wide range of products for various purposes. Therefore, it is not surprising that in most countries of the world oil accounts for more than half of the fuel and energy complex.

The economies of states depend on oil more than on any other product. Therefore, from the beginning of its industrial production to the present day, oil has been a subject of intense competition, the cause of many international conflicts and wars.

In the conditions when oil has become the main type of energy raw material, its economic and political importance in the world has increased. The availability of their own oil resources, the ability to organize the export of oil and oil products allow various states to achieve significant success in economic and social development. At the same time, fluctuations in world oil prices and

the situation on the oil market lead to serious changes in the economic policy of both oil-producing countries and states whose industry is based on imported oil.

It should be noted that the cost of oil production largely depends on the method of operation, which, in turn, is determined by the stage of development of a particular field or oil region as a whole. Most of the old oil regions have now entered the late stages of development, when oil production is stabilizing or even declining. There is a decrease in technical and economic indicators compared to the previous time and even a decrease in oil production. In this regard, one of the most important problems is maintaining the high productivity of old oil regions. With the "aging" of a number of oil regions, the creation of new oil bases acquires a huge role [2].

In this case, the Mangyshlak Peninsula (fields Uzen, Zhetybai, Tengiz), as well as the sea shelves of the Caspian Sea, are promising. With the intensification of exploration and development of new sources of oil, the industrial development of deep-lying oil fields in the Caspian lowland and in the Fergana Valley has begun.

An increase in oil and liquid fuel production is planned. The importance of Kazakhstan is growing, the search and exploration of oil fields is increasing, especially in the Asian countries of the CIS and on the continental shelf of the country [3].

The situation in the oil and gas industry in the CIS cannot be considered in isolation from the trends emerging at the global level:

- The economies of developing countries are recovering faster than the economies of industrialized countries.
- Compared to the planned growth in the pre-crisis period, prices are again subject to sharp changes.
- Competition from national oil and gas companies (NOCs) is increasing.
- Unconventional sources of hydrocarbons such as shale gas are gaining strategic importance.
- Government structures in oil and gas exporting countries aim to create a more competitive operating environment in the industry.

Of course, the above tendencies to one degree or another affect the development of the oil and gas industry in the CIS. However, in the first place, the respondents put the need to attract foreign investment in the development of deposits on the continental shelf of the Russian Federation. This will require a qualitative rethinking of the incentive function of the sectoral taxation system.

The economic reforms carried out in Kazakhstan have significantly changed the status of the enterprise as the main link in the economy. The market places the enterprise in a fundamentally new relationship with government agencies, with production and other partners, with competitors. In this regard, the relationship between the heads of enterprises, between managers and subordinates, between the employees themselves has changed. Therefore, in modern conditions, to solve production and social problems, to achieve the strategic goals of an enterprise, to increase production efficiency, the role of human resources is increasing. Their importance is increasing for realizing the potential of an enterprise and ensuring its competitiveness. The government is taking measures to solve problems in the oil and gas sector of the Republic of Kazakhstan. These include the change in the legislation of the Republic, in the part related to the oil and gas industry, this is investment directed to oil refining centers and projects related to geological and technical activities [4].

The main problems in the field of production and processing of oil and gas raw materials today include a shortage of Kazakhstani specialized personnel, a small number of processing enterprises for hydrocarbons and a relatively low coefficient of hydrocarbon recovery.

This problem is directly interconnected with the problems of the education system of the Republic of Kazakhstan. Elimination of errors in the education system is necessary not only to improve the functioning of the Kazakhstani oil and gas industry, it is necessary to achieve the set

state strategic goals, one of which is Kazakhstan's entry into the thirty most competitive states in the world.

The personnel shortage of oil workers, immigrants from Kazakhstan, was felt almost at all times. Now, as before, this problem is solved by inviting specialists from abroad to leading positions. There are not so many local workers with specialized education and knowledge at the proper level. HR experts explain this by the fact that newly minted Kazakhstani specialists who graduated from the relevant universities are not competent in many issues. These include the knowledge of the English language, which is necessary for specialists of this level, in connection with the many Kazakhstani oil and gas organizations cooperating with American or European companies. If a potential employee, a native of the Republic of Kazakhstan, has all the necessary knowledge, then his salary expectations turn out to be higher than real possibilities.

According to some Kazakh workers employed in the oil and gas and oil refining industries, their wages are significantly lower than those of a foreigner holding a similar position. The management explains this state of affairs by the fact that the invited specialists have higher professional training, have the knowledge and experience gained at facilities using innovative production methods, more technically advanced and equipped with the latest technological equipment.

In addition to personnel problems directly related to the Kazakh oil and gas sector, this production sector is not devoid of problems associated with the lack of qualified specialists common to the global oil and gas industry. Thus, statistical surveys conducted around the world have identified the main reasons leading to staff shortages. It is an aging skilled workforce - half of the senior management in the oil and gas industry is over 40 years of age [5].

Thus, in 10-15 years, 50% of employees will be at retirement age or retired. In addition, the conditions for oil production are becoming more complicated every year, and with this the technological devices, design solutions and their management. The salaries of oil workers are increasing, therefore, the costs of providing oil and gas production with specialists are also growing. The solution to this problem can be the attraction of freelancers for work of medium complexity and the release, thereby, of qualified personnel for more specific work that requires special knowledge and skills.

Another solution to the problem with a shortage of personnel can be the automation of oil production and oil refining industries. Technologies are now available to minimize the need for a human presence in production. These installations include the so-called "smart wells", equipped with instruments that independently manage and monitor the production process. Similar equipment has been installed on some of the artificial islands of the Kashagan field.

The human resource management process is a complex technological, economic, social, psychological, physiological phenomenon. It is complicated by the fact that any enterprise appears as a system of cooperative labor of tens, hundreds and thousands of workers, whose labor efforts need to be planned, coordinated, stimulated, that is, it is necessary to manage human resources. Ensuring competitiveness and increasing the efficiency of the company lies in the rational and efficient use of human resources.

In modern conditions, a new employee management system is needed, in which the abilities of each individual employee would be fully used and would be aimed at the development of the enterprise. The existing system of human resource management at the mining enterprises of Kazakhstan is poorly focused on the effective use of labor potential. It is necessary to develop a new system of enterprise management, management of its human resources.

Human resource management should be considered as an integral system aimed at solving such problems as the prompt and comprehensive satisfaction of the needs of the enterprise for personnel with the necessary level of education, qualifications, experience and work experience for more highly productive and efficient work. At this stage of development of our society, enterprises are

successfully functioning and developing, which develop a company's strategy aimed at long-term and successful survival, high-performance work, successful labor rivalry and ensuring the competitiveness of the enterprise.

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Түйіндеме: Мақала мәні жоғарғы оқу орнында берілетін күрделі білімнің маңыздылығын айқындау, шетелдік білім сапасын бақылап, өз елімізде қолданысқа енгізу, сондай-ақ заман ағымына сай жаңа тенденцияларды білім беру жүйесіне енгізу болып табылады.

Кілт сөздер: Білім беру менеджменті, білім алушы, жаңа тенденциялар, білім беру саласын цифрландыру, оқу орындары, шетелдік тәжірибе, сапаны басқару.