TRAINING OF SPECIALISTS

WORK EXPERIENCE WITH TRAINEES AT THE MAGNEZIT COMBINE

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The workers of the Order of Lenin Magnezit Combine are engaged in a consistent effort to translate the decision of the Twenty-Fifth Congress of the Communist Party of the Soviet Union (CPSU) into reality. The performance of the Combine in 1977 was rewarded with a Challenge Red Banner of the Central Committee of the CPSU, the Council of Ministers of the USSR, the All-Union Central Trade-Union Council, and the Central Committee of the All-Union Lenin Young Communist League, and the name of the Combine was inscribed on the All-Union Panel of Honor at the Exposition of the Achievements of the National Economy of the USSR.

This high award aroused fresh labor enthusiasm at the Combine and inspired the personnel to a resolute drive toward new labor victories.

In recent years the production processes at the Combine have been mechanized and automated to a significant degree, new types of refractories have come into production, and good working, living, and recreation conditions have been created for the workers. This is the road toward the solution not only of the technicoeconomic problems but also of social problems including that of the training of workers.

The administration, Party and social organizations of the Combine have done much in the field of selecting, deploying, and educating trainees. In 1977 the establishment prepared standards for the "Selection, deployment, and education of trainees" and a "System of working with offenders against industrial and social discipline." A comprehensive plan is drawn up each year for working with trainees including their work with production personnel, engineers, technicians, and foremen; for work with applicants for advancement, young specialists, juveniles and young workers, and students and graduates of State Training Colleges; for guiding pupils of patronized schools to trades, for strengthening industrial and social discipline, preventing infringements of laws, reducing the turnover of trainees, training new workers, and raising the level of their technical, general, and economic knowledge, and for implementing the measures of the social organizations.

The comprehensive annual plans for the work with trainees and the standards of the establishments make it possible to systematize the forms and methods of education for the trainees and to raise the work concerned to a higher level. The long-term planning of the work with trainees is provided for by the plan for the social development of the personnel of the Combine for the period of 1976-1980.

Over the past 7 years all leading workers prepared monthly individual plans for educational work among the personnel. Among the forms of educational work among trainees which proved effective were "Day of the Production Section, "Day of the Young Worker," meetings of the foremen of the Combine, meetings of the Combine managers with specialists appointed to engineering and technical posts, etc.

Every week representatives of the administration visit a given department where they meet the workers, tell them about the performance of the Combine, and answer questions after which they check out the work of the foreman in the implementation of the plans for the educational measures, the tutorship organization, the socialist competition, etc. Checks are carried out on the activity of the administration and of the Party and social organizations of the department in every field of the work with the trainees, and memoranda are entered in a special journal and checked out on the next visit.

The adoption of this form of visit ("Day of the Department") made it possible to systematize the meetings of the managers with the workers and to improve the organizational control of the educational work of the department heads.

The method of appointing specialists to engineers' and technicians' posts introduced by the Combine in 1975 is a way of increasing the responsibility of the engineering and technical personnel and leading workers for the job to which they were appointed, and of preventing...
the appointment of persons who fail to live up to modern requirements in terms of skill and moral and political qualities.

Special forms for the appointment of engineers and technicians were introduced which are signed by the departmental manager and agreed with the social organizations. Twice each month the trainees' department introduces specialists recommended for appointment to the director of the Combine in the presence of the secretary of the Party Committee and a representative of the Trade-Union Committee who decided the issue of the appointment of the specialist to a given post.

Each month the director of the Combine holds an operational conference with the managers of the subsections concerned with education work at which the departmental managers present their reports on the state of the work with the trainees among the personnel and the qualitative state of the trainees is analyzed.

It is a practice at the Combine to convey congratulations on behalf of the administration and Party and social organizations to workers who have experienced a noteworthy event in their private life or at work.

The attestation of the leading workers, engineering and technical personnel, and other specialists plays an important part in the stimulation of their performance. The attestation is carried out by four commissions, i.e., two at the Combine and two at the Kyshtymsk Division and the Chelyabinsk Ore Administration.

The contribution of the foremen of the Combine to the production process is being increased on the basis of a comprehensive plan of work with trainees and work programs for the Council of Foremen. These plans and programs are prepared every quarter.

The Council of Foremen consists of nine people and is headed by A. A. Voevodin, senior foreman of Magnesite Products Section 3 and holder of the Orders of Lenin and the Red Banner of Labor. The Council meets to hear the reports of the foremen about their educational work. In 1977 four conferences of all foremen of the Combine were held. The agenda of the December conference, e.g., was on "The state and methods of improving the observance of labor legislation by the personnel of the Combine." Proposals put forward by foremen at this conference resulted in a review of the existing system of work with offenders against discipline at work and in social life and in changes in the forms of the relevant documents and reports on the offenders. All these measures were incorporated in the standards of the establishment on the "Selection, deployment, and education of trainees" and the "System of working with offenders against industrial and social discipline."

The administration of the Combine jointly with the Council of Foremen organize foremen's visits to related establishments in the Region for the purpose of exchanging work experience. In 1976, e.g., foremen of the Combine visited the Chelyabinsk Electrometallurgical Combine, and in 1977 they participated in a scientific and practical seminar "The foreman as production director and educator of the personnel in Chelyabinsk."

A total of 770 specialists aged up to 30 years are now employed at the Combine. On being appointed to a post all young specialists meet the directorship of the Combine (engineers meet the director, technicians the chief specialists). The directorship acquaints the specialists with the establishment and with the tasks facing them, study their requirements, and puts forward suggestions as to where the young specialist could apply his knowledge to great benefit. Every year a 2-day event is held for the purpose of acquainting the young specialists with the Combine and its production departments and sections. By tradition the event ends with a meeting at which the young specialists are presented reports of their choice.

The activities of the young scientists are guided by the Council. Among the forms of work which have proved valuable are the enrollment of the young scientists in a school of young efficiency experts or in a socialist competition for the "Best Young Specialist of the Combine," the issue of booklets for young scientists, the formation of creative teams of young people, etc.

The administration and Party and social organizations of the Combine are doing much to strengthen discipline at the establishment. The work with offenders begins from the moment when they are employed by the Combine. Persons dismissed from their previous job due to a breach of industrial discipline are accepted only by agreement with the group of workers in which the offender is to work. A worker who is in breach of industrial discipline is discussed at workers' meetings and a session of a comradely court. The state of industrial