

ҚАЗАҚСТАН РЕСПУБЛИКАСЫНЫҢ БІЛІМ ЖӘНЕ  
ҒЫЛЫМ МИНИСТРЛІГІ

Л.Н. ГУМИЛЕВ АТЫНДАҒЫ ЕУРАЗИЯ ҰЛТТЫҚ УНИВЕРСИТЕТІ  
КӨЛІК – ЭНЕРГЕТИКА ФАКУЛЬТЕТІ



**«КӨЛІК ЖӘНЕ ЭНЕРГЕТИКАНЫҢ ӨЗЕКТІ МӘСЕЛЕЛЕРІ:  
ИННОВАЦИЯЛЫҚ ШЕШУ ТӘСІЛДЕРІ» X ХАЛЫҚАРАЛЫҚ  
ҒЫЛЫМИ-ТӘЖІРИБЕЛІК КОНФЕРЕНЦИЯСЫНЫҢ БАЯНДАМАЛАР  
ЖИНАҒЫ**

**СБОРНИК МАТЕРИАЛОВ  
X МЕЖДУНАРОДНОЙ НАУЧНО – ПРАКТИЧЕСКОЙ  
КОНФЕРЕНЦИИ: «АКТУАЛЬНЫЕ ПРОБЛЕМЫ ТРАНСПОРТА И  
ЭНЕРГЕТИКИ: ПУТИ ИХ ИННОВАЦИОННОГО РЕШЕНИЯ»**

**PROCEEDINGS OF THE X INTERNATIONAL SCIENTIFIC-PRACTICE  
CONFERENCE «ACTUAL PROBLEMS OF TRANSPORT AND ENERGY:  
THE WAYS OF ITS INNOVATIVE SOLUTIONS»**

Нұр-Сұлтан, 2022

**УДК 656/621.31**  
**ББК 39/31**  
**А43**

**Редакционная коллегия:**

Председатель – Мерзадинова Г.Т., Член Правления – Проректор по науке, коммерциализации и интернационализации ЕНУ им. Л.Н. Гумилева, д.т.н., профессор; Заместитель председателя – Султанов Т.Т., заместитель декана по научной работе, к.т.н., доцент; Сулейменов Т.Б. – декан транспортно-энергетического факультета ЕНУ им. Л.Н.Гумилева, д.т.н., профессор; Председатель «Әдеп» – Ахмедьянов А.У., к.т.н., доцент; Арпабеков М.И. – заведующий кафедрой «Организация перевозок, движения и эксплуатация транспорта», д.т.н. профессор; Тогизбаева Б.Б. – заведующий кафедрой «Транспорт, транспортная техника и технологии», д.т.н. профессор; Байхожаева Б.У. – заведующий кафедрой «Стандартизация, сертификация и метрология», д.т.н. профессор; Жакишев Б.А.– заведующий кафедрой «Теплоэнергетика», к.т.н., доцент.

**А43 Актуальные проблемы транспорта и энергетики:** пути их инновационного решения: X Международная научно – практическая конференция, Нур-Султан, 17 марта 2022 /Подгот. Г.Т. Мерзадинова, Т.Б. Сулейменов, Т.Т. Султанов – Нур-Султан, 2022. – 597с.

**ISBN 978-601-337-661-5**

В сборник включены материалы X Международной научно – практической конференции на тему: «Актуальные проблемы транспорта и энергетики: пути их инновационного решения», проходившей в г. Нур-Султан 17 марта 2022 года.

Тематика статей и докладов участников конференции посвящена актуальным вопросам организации перевозок, движения и эксплуатации транспорта, стандартизации, метрологии и сертификации, транспорту, транспортной техники и технологии, теплоэнергетики и электроэнергетики.

Материалы конференции дают отражение научной деятельности ведущих ученых дальнего, ближнего зарубежья, Республики Казахстан и могут быть полезными для докторантов, магистрантов и студентов.



© ЕНУ имени Л.Н.Гумилева, 2022

**PROBLEMS AND POTENTIAL FOR THE DEVELOPMENT OF THE PERSONNEL  
CERTIFICATION SYSTEM IN KAZAKHSTAN**

**Dyusseminova Kamaliya Ryspekkyzy**

kama\_99-2030@mail.ru

1st year master student of ENU named after L.N. Gumilev, Nur-Sultan, Kazakhstan

**Kirgizbayeva Kamilya Zhuzbayevna**

kirg\_kam@mail.ru

Associate Professor of Standardization, Certification and Metrology Department of the L.N. Gumilyov Eurasian National University, Nur-Sultan, Kazakhstan

**Akhmedyanov Abdulla Ugubayevich**

abdulla@mail.ru

Associate Professor of Standardization, Certification and Metrology Department of the L.N. Gumilyov Eurasian National University, Nur-Sultan, Kazakhstan

In the modern world, a person becomes the most important figure in the economy: not only as a consumer, but also as an employee. Recently, the certification of personnel in our country has become increasingly relevant. The rapid development of industry and services every year imposes new requirements on specialists in terms of the level of knowledge of technology, software products, and regulatory documents. Therefore, there is a need for their periodic evaluation for compliance with the accepted criteria. Such an assessment, moreover, an objective and independent one, is provided by certification. The competence of an employee is assessed in two possible ways: in practice, when we look at how a person applies his knowledge and skills, and through certification, when we see evidence of his knowledge and skills.

The leaders of various organizations increasingly understand that a quality system, even with a very good structure, detailed and carefully described, will not function effectively if it is not provided by specially trained people. This problem is solved with the help of personnel certification.

Personnel certification is the establishment of conformity of the qualitative characteristics of personnel (education, level of professional competence) with the requirements of domestic (international) standards [1]. Certification of personnel is carried out on the basis of a range of specialties and specializations, otherwise called the classifier of standards, consistent with human capabilities and the development of scientific and technological progress, as well as a spectrum of professions and positions in the workplace, consistent with the requirements of production and the situation in vocational education.

Certification of personnel is a rather complicated and time-consuming process: for each specialty and profession there is its own standard, both international and regional, and national. The system is strictly institutionalized and consists of a central body that manages the system, oversees its activities and can transfer the right to conduct certification to other bodies; certification rules; normative documents according to which certification is carried out; procedures, certification schemes; inspection control procedures.

The procedure for assessing and certifying the professional competencies of personnel is based on professional standards by type of activity.

A professional standard is a regulatory document that contains the minimum necessary requirements for a profession in terms of qualification levels and competencies, taking into account the quality, productivity and safety of the work performed [2].

For each professional standard there are sets of assessment tools, criteria for assessing qualifications.

The certification procedure is outside a specific organization, it is carried out by a third independent party and its purpose is to establish the compliance of the qualitative characteristics of personnel with the requirements of external professional standards developed outside a specific

organization by professional communities. At the recruitment stage, the certificate of conformity serves as a guarantee of the future quality of work.

Currently, certification is voluntary, but in recent years, the legislation of the Republic of Kazakhstan has been actively working on the development and implementation of the certification procedure in the activities of Kazakhstani enterprises.

Employees wishing to undergo the certification procedure have the right to choose the level of qualification for which they want to be certified.

In the countries of the Western world, certification processes began to develop in the 20-30s. XX century: during the economic recovery after the Great Depression in the United States and during the economic recovery in post-war Europe. The most intensive development began in the last ten years with the understanding of the need and usefulness of personnel certification in business environments and the real sector of the economy. Initially, the personnel certification system was organized exclusively for the maintenance of management systems in business structures. Recently, the system has developed rapidly and applies to any area of professional activity. However, until now, management systems make up only a small part of the personnel certification market [3].

The single standard on which almost all regional and national personnel certification standards are based is the international standard ISO/IEC 17024:2012, created by the International Organization for Standardization (ISO) and forming a non-state system for recognizing the competence and control of personnel. In Kazakhstan, this standard is harmonized as ST RK ISO/IEC 17024:2012 "Conformity assessment - General requirements for bodies. operating certification of persons".

However, this is clearly not enough to assess the competence and skills of an employee. During the transition to the Bologna system of education with a new, competency-based approach, there are problems of correlation between the standards of managerial personnel and educational standards. In modern society, there is a need to create a special mechanism for the interaction of the labor sphere and the education system, which would form a highly qualified workforce, adequate and mobile in unstable economic conditions, and would take into account the specifics of the Kazakhstani economy.

The most preferred and effective way to solve this problem is to create a system of professional qualifications. Representatives of large, medium and small businesses of a certain sector of the economy, by combining intellectual and financial efforts, can build personnel certification systems that meet the requirements of both employers and the education sector. The effectiveness of such a combination lies in the fact that it is possible to use the consolidated resources more efficiently, in contrast to the costs of an individual employer. At the same time, a higher degree of adequacy to the requirements of the community of professionals in a particular sector of the economy is achieved, which makes it possible to build a personnel certification system [4].

The problem was that in many ways the competence of senior management personnel is determined not so much by their knowledge and skills, but by their professional experience and the presence of a wide network of networking, which allows the organization to occupy a stronger position in the market through partnerships with other companies. It is almost impossible to take this into account when certifying management personnel: the work experience of an employee can be quite long, but if he did not have to make important decisions, directly participate in the development and implementation of the organization's strategy, then his professional experience will be insufficient for the strategic management of the company. It is practically impossible to take into account all the professional and stable contacts that a top manager maintains.

As the President of the Republic of Kazakhstan noted, the legislation on technical regulation and accreditation was adopted more than 10 years ago and does not meet today's realities. In 2019, in accordance with the instructions of the President, the prosecution authorities, together with the Committee for Technical Regulation and Metrology, conducted a comprehensive audit of the subjects of accreditation. About 18 types of violations and inconsistencies in certification were identified, including the issuance of false certificates, violation of the principle of impartiality, non-fulfillment of tax obligations, economic smuggling, etc. This already indicates the imperfection of the certification system in Kazakhstan. It is necessary to carry out comprehensive work to restore order in the field of certification in order to identify "unscrupulous" companies providing services for personnel

certification. The state is actively involved in the formation of a personnel certification system: in 2021, the “E-Certification” system was launched, which will significantly strengthen the formal side of the certification process, will make it possible to effectively monitor certification activities, since the system provides for the mandatory need to fill in all mandatory fields without exception. However, there is a risk of knowingly providing false information, which can be minimized by constant monitoring. Increasing the level of detection of such violations can be facilitated by ensuring the traceability of products within the information system "E-Accreditation" [5].

Despite the international and national standards, as such, there is no personnel certification system, however, there is a need for qualification confirmation, and society, like the business community, cannot ignore this. The main causes of problems in the field of conformity assessment are the obsolescence of legislation and business processes of conformity assessment, low manufacturability of conformity assessment processes, lack of control, alternative regulatory levers. Requirements for personnel are difficult to bring under a single standard, since they are intangible, and they are difficult to evaluate and measure. Nevertheless, the personnel certification system will improve the strategic development of companies, their economic condition and positions in the Kazakhstani and international markets, since the selected top management of the organization will be really experienced and knowledgeable, which means they will be able to make the right decisions for the development of the company.

#### **List of sources used**

1. Krylova G.D. Fundamentals of standardization, certification, metrology: a textbook for universities / G. D. Krylova. - 3rd ed., revised. and additional - M.: UNITY-DANA, 2018. - 671 p.
2. Shchur D.L. Professional standards: the past and the future of the national system of competencies // Personnel of the enterprise. - 2013. - No. 3. - 313 p.
3. International experience in product certification: study guide / L.P. Kurakov, I.P. Danilov, G.P. Nekryachenko and others - Cheboksary: Publishing House of the Cheboksary State University, 2019, - 199 p.

**ӘОЖ 656.13.**

### **НҰР-СҰЛТАН ҚАЛАСЫНЫҢ №3 АВТОБУС ПАРКІНІҢ ҚОҒАМДЫҚ КӨЛІКТЕРІН ЖӨНДЕУ САПАСЫН БАСҚАРУ**

**Ахмет Аягөз Әсілханқызы**  
*[ayagoz071099@gmail.com](mailto:ayagoz071099@gmail.com)*

Л.Н.Гумилев атындағы ЕҰУ «Стандарттау,сертификаттау және метрология» кафедрасының  
магистранты, Нұр-Сұлтан, Қазақстан

**Ахмедьянов Абдулла Угубаевич**

Л.Н.Гумилев атындағы ЕҰУ «Стандарттау,сертификаттау және метрология» кафедрасының  
т.ғ.к., доценті, Нұр-Сұлтан, Қазақстан

**Киргизбаева Камиля Жузбаевна**

Л.Н.Гумилев атындағы ЕҰУ «Стандарттау,сертификаттау және метрология» кафедрасының  
т.ғ.к., доценті, Нұр-Сұлтан, Қазақстан

**Джумадилова Назым Муратказыевна**

Л.Н.Гумилев атындағы ЕҰУ «Стандарттау,сертификаттау және метрология» кафедрасының  
т.ғ.м., аға оқытушы Нұр-Сұлтан, Қазақстан

Тасымалдау және қоғамдық көліктерге техникалық қызмет көрсету және жөндеу қызметтері саласындағы бәсекелестіктің қазіргі өсуі қоғамдық көлік ұйымдарында жүргізілетін барлық процестердің сапасын үздіксіз жақсартуды талап етеді. Бұл келесі себептерге байланысты. Біріншіден, сенімділік, тиімділік, экологиялық тазалық және т.б. сияқты қоғамдық