



ASSOCIATION
QAZAQSTAN

Online corporate training trends In Kazakhstan


Gulmira RAISSOVA, Chairperson of the Coordination Council, HR Association

Margulan KHALYKMEIRAMULY, CEO and Founder WellDone Company, Member of the Board of Trustees of the Public Fund “ITeachMe”

RESEARCH 2020

EXPLORING THE ROLE AND STATUS OF MODERN HR IN KAZAKHSTANI PRIVATE, QUASI-PUBLIC AND PUBLIC SECTOR ORGANIZATIONS


Масштабы и задачи исследования



113
организаций




125
руководителей



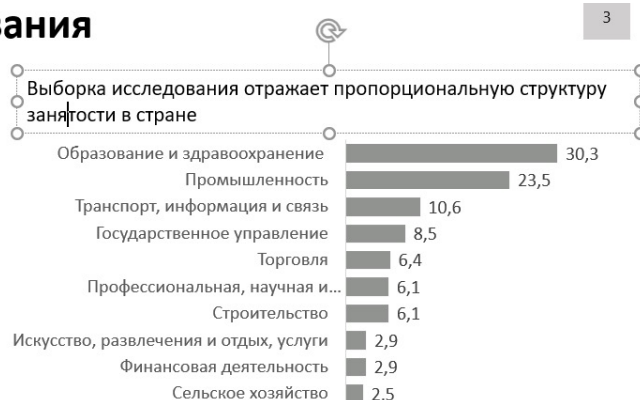
94 HR руководителей



5905 работников, из них



606 работников по
госсектору



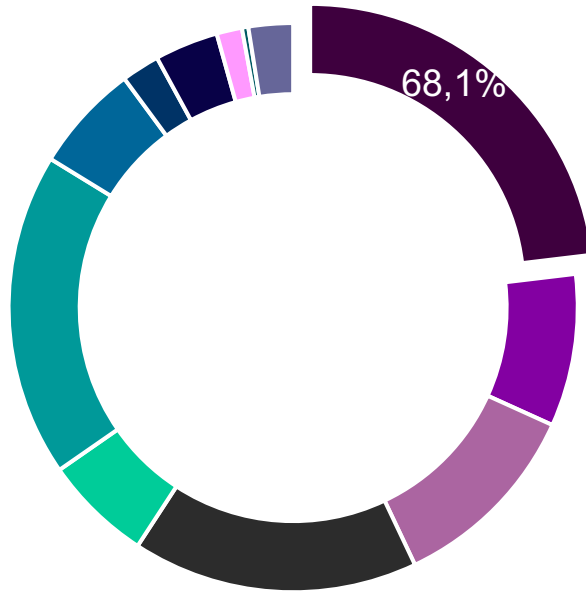
Digitization Level of HR



	Kazakhstan	Civil service	State owned companies	Private sector
We have carried out a complete digitalization of processes	9%	14%	3%	7%
Partially implemented individual digital projects	56%	69%	66%	33%
We are engaged in automation, we are considering the issues of Digitalization	20%	14%	14%	33%
Digitalization is not yet relevant for us (no budget, no opportunities)	10%	3%	14%	13%
Nothing has been automated in our company yet	5%	0%	3%	13%

Online training

Most used learning and development method in organizations



Online trends:



- ✓ Saturated, colorful, bright (experience from television, cinema, colorful picture, frequent rotation)
- ✓ Freedom of learning place, pace, time, circumstances (combination of synchronous and asynchronous modes)
- ✓ Microlearning
- ✓ Tests are learning aids, not controllers
- ✓ At the heart of: immediate knowledge - practice - fundamental knowledge
- ✓ Learning is a big experiment and investment, where the boundaries between work and learning are blurred, and everything is aimed at efficiency.
- ✓ Distinguishing a niche of quality premium online education