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Education of students and graduates of technical schools for contemporary requirements of practice

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Abstract

The education is a process during which a person acquires and develops new knowledge, skills, abilities and attitudes. Therefore an educational unit shall be capable to adapt itself to the labour market conditions promptly. The present article calls attention to the importance of the economical education not only of the students and graduates of high technical schools that are expected to function as quality specialists in practice, but also to the significance of an enterprise education. The educational preparation of the technical schools students and graduates shall flexibly respond to the current necessities of practice. As the education is a permanent process, it is necessary to transfer it into the enterprise education system, as the key factor in increasing labour productivity.

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1. Introduction

In our modern times full of technologies, it is necessary to assure the flexibility of an enterprise, in order to keep pace with the general development. The new technologies are just those issues that are very closely connected not only with the education and training of the employees but also with the training of the high schools first-rate graduates. The more new technologies and well trained and competent workers capable to use them are to the disposal of an enterprise, the better is its position on a market. Currently, any competition advantage of an enterprise is highly appreciated. Therefore, the companies strive for making use of various means and ways to gain such advantages. One of the fundamental requirements of the entrepreneurial entities is the flexibility enabling them to respond promptly to the market requirements. The new requirements imply the necessity to adopt new approaches in order to be well competitive in the global environment. Under such a situation, when the entrepreneurial environment is changing continually, the managers are forced to take decisions within the real time, based on the true and complete information. The quick change in conditions even in the near environment of a company puts an enormous emphasis also on the work of technical specialists. The decisions of the enterprise specialists shall be not only prompt but also effective. Of course, the technician needs also the adequate, accurate and early economic information. Slovakia, upon its entry in the European Union cannot stop its development at halfway point. It is inevitable that also the participants in the educational and business processes are well aware of the above mentioned matters of fact, and improve their activities constantly. In this manner a quality graduate - specialist will be well prepared for practice and capable to continue in increasing his knowledge (Larson, R., 2000).

The business process is a complex process of interdisciplinary and dynamic character, in which various economic, political, technical, sociological, legal and many other aspects shall be taken into account, as they may bring rather high risks. In order to reduce the risk in the management field, it is desirable to focus the educational preparation of the future technician at high school for the acquirement of adequate economic knowledge and for its appropriate transfer from high schools and universities into the practice. The entrepreneurial unit disposing with quality labour force will be then able to develop their activities more successfully and to sustain its position on the market.

2. Education of employees for the purpose of enhancing the enterprise competitiveness

The enterprise education is the process performed and controlled by the enterprise itself. It consists of the external or internal education. The intra-plant education is organized by the enterprise in its own educational facility or just at the workplace. The education out of the enterprise, i.e. external education is performed upon an order, mostly in the specialized education centre, or in a school (Amstrong M. 2001).

In this case, the enterprise education is the systematic process concerning the changes in the labour behaviour, in the knowledge and skills levels, including the motivation of employees, decreasing the difference between subjective and objective qualification. Under the term subjective qualification the set of abilities, habits, skills and attitudes acquired during the life is understood, with the potential possibility to use them for the performance of the specified activity (Ormrod, J. E., 2006). In contrast to the objective qualification understood as the labour qualification, it means the requirement on the qualification of a workman. These requirements result out of the complexity, character and technicality of work. The enterprise education differentiates particularly the following spheres:

- field of education,
- field of qualification,
- field of development (Tokarčíková, E., 2011).

Now, the content of an enterprise education shall be as follows:

- the education within the scope of an adaptation process and the preparation of employees for performing the specified works,
- qualification enhancement (postgraduate courses, extension of the professional skills in the respective branch of

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