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Vinnytsia National Agrarian University
Institute of Biofuel Crops and Sugar Beets
of National Academy of Agricultural Sciences of Ukraine
Institute of Food Resources
of National Academy of Agricultural Sciences of Ukraine**



INTERNATIONAL YOUTH AGRICULTURAL FORUM

Collection of thesis



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Collection of the thesis «International youth agricultural forum» presents the results of research on bioenergy; agricultural production in the conditions of the global environmental crisis and climate change; organic farming, rational use and protection of land resources; producing of new varieties and breeds, new technologies in crop and livestock production; production of environmentally friendly products and ensuring the quality of food products; energy saving agricultural technologies and economic justification of innovative development of the agricultural production.

It is for the researchers, administrators, managers, producers, specialists of the national economy, food industry, graduate students and educational staff.

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OUTSTAFFING AS A FORM OF COMMERCIALIZATION OF THE INTELLECTUAL CAPITAL AT AGRICULTURAL RESEARCH ENTERPRISES

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The purpose of the work

The study aims to determine the importance the process of outstaffing in order to improve the commercialization of intellectual capital of research agricultural enterprises.

Main part

The presence of highly qualified staff at agricultural research enterprises is probably the most important factor that impact on efficiency of agricultural production. The process of reform and modernization in agricultural production should begin training who confidently guided the laws and principles of market economy, expertly guided and adapt to environmental changes while possessing the skills of new and use of existing technology and innovation.

Forming innovative direction the agricultural sector is not possible without fundamental changes of personnel security. Despite the presence of significant scientific potential, creation of knowledge-based innovation in the agricultural sector and bringing them to producers on a commercial basis is poor. Functioning research enterprise is still on the principles laid administrative-command economic system. In this connection research enterprises with agricultural producers are not systematically established. Outsourcing and outstaffing would agribusinesses without significant cost access to missing resources - material, human, intellectual, owned outsourcer (in this case - research company) [1].

Necessity of using outstaffing can be caused by factors such as: limiting law, the founding treaty of employees; commitment to maintain or to become a small business with further financial and tax benefits; intent to temporarily or periodically perform a certain amount of work in a particular region, while not opening a branch or representative office; the need for registration of workers for a trial period to assess the results of their work, while not imposing additional

obligations on itself; the need to reduce administrative costs for HR and scope of the financial department and service personnel, etc.

In Ukraine outstaffing can be used by enterprises of any form of property other than the state. According to the first study, 60% international and national companies in Ukraine use or previously used services of outstaffing, 30% - never used and do not intend to use this service in the future, and 10% - never used, but intends to use the employment of staff in accordance with the model outstaffing [2].

The main advantages of using staffing for agricultural enterprises: 1) competitiveness, including the ability to quickly respond to changing market conditions by increasing and reducing the labor involved; 2) improving financial and economic indicators, as client-customer can include operating expenses of cost; 3) improving the company image by improving the quality indicators staffing of key personnel; 4) overcome staffing constraints, problems of business by ordering the necessary services.

After legislative re-working the agricultural research enterprises, functioning within the agricultural innovation systems in the form of educational and research consortiums could be how providers and recipients of outstaffing. Cooperation entities with schools plays a decisive role in the agriculture of highly educated professionals. At the same time, young professionals, having the necessary amount of practical skills in research undertakings may involve other entities to perform certain activities and tasks. Thus companies can capitalize research or commercialize intellectual capital, converting it from the mold accumulated knowledge of staff and developed intellectual products in cash. This cycle will help, firstly, to increase efficiency of agricultural enterprises, and secondly, to reduce unemployment among graduates of agricultural schools, and thirdly, to establish of stable relations in the "education-science-production".

The main results of the education system functioning circular AIC we see a comprehensive system of training and development of personnel potential agribusinesses; formation mechanisms of enterprises highly qualified personnel; the generation of new knowledge, training professionals able to develop comprehensive programs of enterprise development, create new and efficient implementation of existing innovative technologies. As a result, staff of the new generation will be the core of the most profitable innovations that will improve the efficiency of the AIC in regions.

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DISSOLUTION KINETICS OF CALCIUM PHOSPHATE SPHERICAL PARTICLE IN LIQUID BIOMASS

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Purpose

To investigate dissolution of slightly soluble mineral of calcium phosphate in biological fertilizers to increase their quality. Investigate kinetics of dissolution process which has no constant diffusion coefficient and depends on solution temperature.

Main part

Mathematical model was expressed in equation (1).