

"Bankinter" - the fifth-largest Spanish bank - is recognized as one of the most innovative banks in Spain, emphasizing the importance of technology innovation process. In order to accelerate the innovation process, "Bankinter" has a system in which each of the 4200 employees can submit ideas for new products and services, cost reduction or improvement of internal processes. These ideas contributed to a number of successful product development and efficient operations of the bank.

"Bankinter" has applied currently on semantic technology-based system that helps the human resources department in ideas management. When an employee submits a new idea, the system performs analysis of the text and identifies similar concepts in accordance with the financial perspective. It takes a particular point in time, enabling the author of the idea to look at other ideas with a similar concept (not words!). Such an approach offers the employee a simple tool which can be used to check whether the idea really is completely new.

Concepts are defined and entered into the special financial idea database. Employees can search for the ideas in the same way, which contain a similar concept, and they are highlighted in a specific period of time to provide feedback to the author of the ideas. The system also offers an explanation about why the certain ideas are similar, showing the semantic relationships between new ideas and existing concepts [2].

Semantic web sites technology application allows talent management performing, improving the management of the innovation process, contributing faster product entering into market, permit to distance from the competition. The system uses its internal intellectual capital to improve the company's business, as well as the company's employees provide great satisfaction with their work and the work process improvement.

#### References

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### **BELARUSIAN BANKING SYSTEM: THE RESULTS OF THE Q2, 2016**

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*Key words: banking system, commercial banks, non-bank financial institutions, profit, assets, banks rating.*

*Abstract. Banking sector depends on macroeconomic trends in a country. Assets of the banking system at the end of the II quarter of 2016 amounted to Br628,7 trillion, in dollar terms –\$31,35 billion. Since the beginning of year assets grew by 1,07 %,*

*dollar equivalent – decreased by 6,41 %. Net profit for the 2nd quarter of the entire system was Br3,224 trillion, but three banks were unprofitable. Commercial Bank Capital («TC Bank») showed the best dynamic of assets and the highest profit for the 2nd quarter.*

In banking field, the main legal act is the Banking Code of the Republic of Belarus. According to the provisions of the Code, the Banking system of Belarus consists of:

- the National Bank of the Republic of Belarus (it is the central bank of the Republic of Belarus, which regulates credit relations and currency, develop the Republic of Belarus Monetary Policy Guidelines, determines the procedure of payments and has the exclusive right of money emission, establish banking operations rules and procedures);
- other banks;
- non-banking credit and financial institutions.

In performing its activities, the National Bank shall be guided by the Constitution of the Republic of Belarus, the Banking Code of the Republic of Belarus, laws of the Republic of Belarus, regulatory legal acts of the President of the Republic of Belarus, and the Statute of the National Bank of the Republic of Belarus and shall be independent in its activities [1].

Non-banking credit and financial institutions unlike the banks do not have the right to exercise the following banking operations:

- funds raising from legal entities and (or) individuals to the accounts and (or) to the deposits;
- placement of attracted funds on their own behalf and for their accounts on the terms of repayment and maturity;
- opening and maintaining of bank accounts of individuals and (or) legal entities [2].

There are 25 banks and 3 non-bank financial institutions operate on the banking market of the Republic of Belarus (September, 2016).

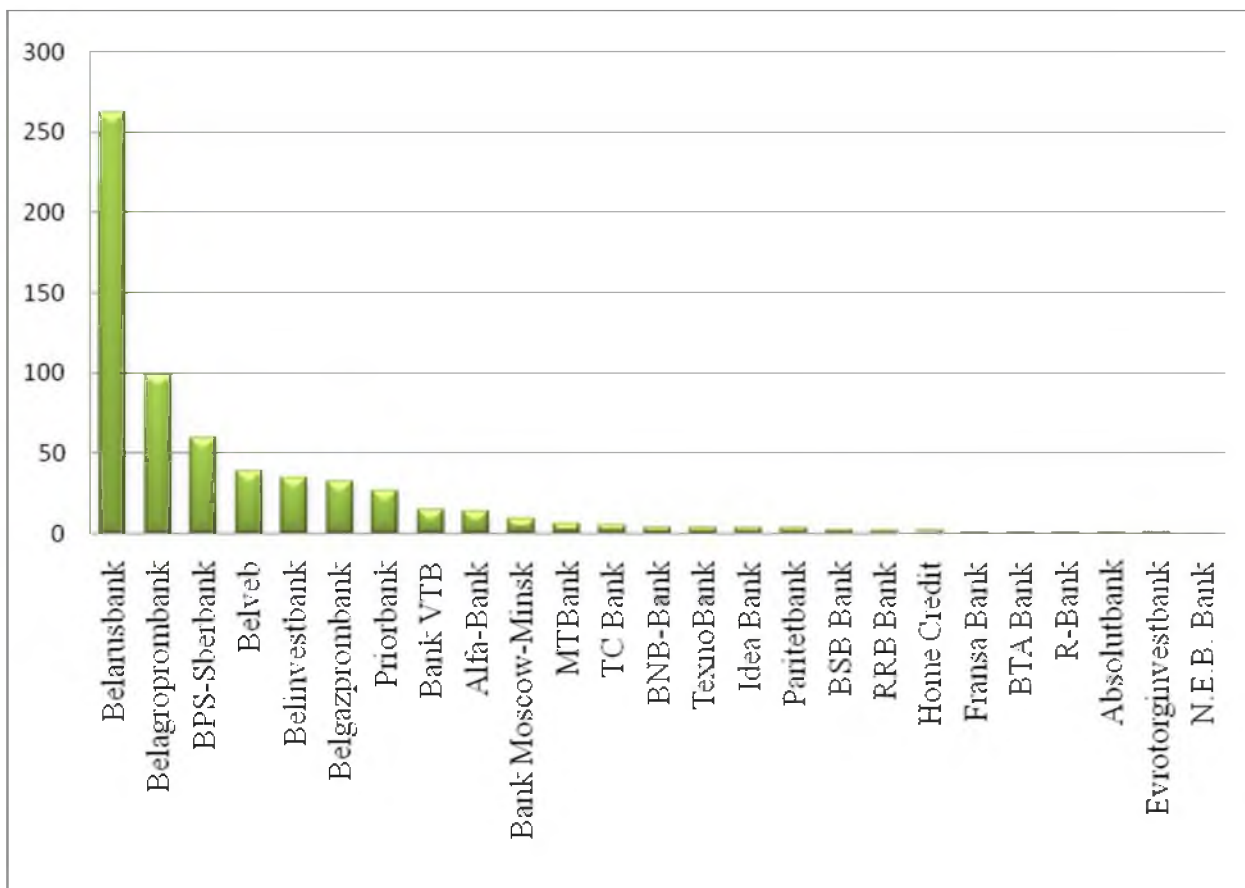
Total assets in BYR–terms increased by 1,07% at the end of the 2nd quarter 2016 amounted to Br641,7 trillion; in dollar terms decreased by 6,41 %.

Only one bank – Joint Stock Company «Savings Bank «Belarusbank» – has assets more than Br100 trillion. Br10 to Br100 trillion – 8 banks, Br1 to Br10 trillion – 12 banks and 1 non-banking credit and financial institution (a former bank), with assets of less than Br1 trillion – 4 banks and 2 non-banking credit and financial institutions (picture 1).

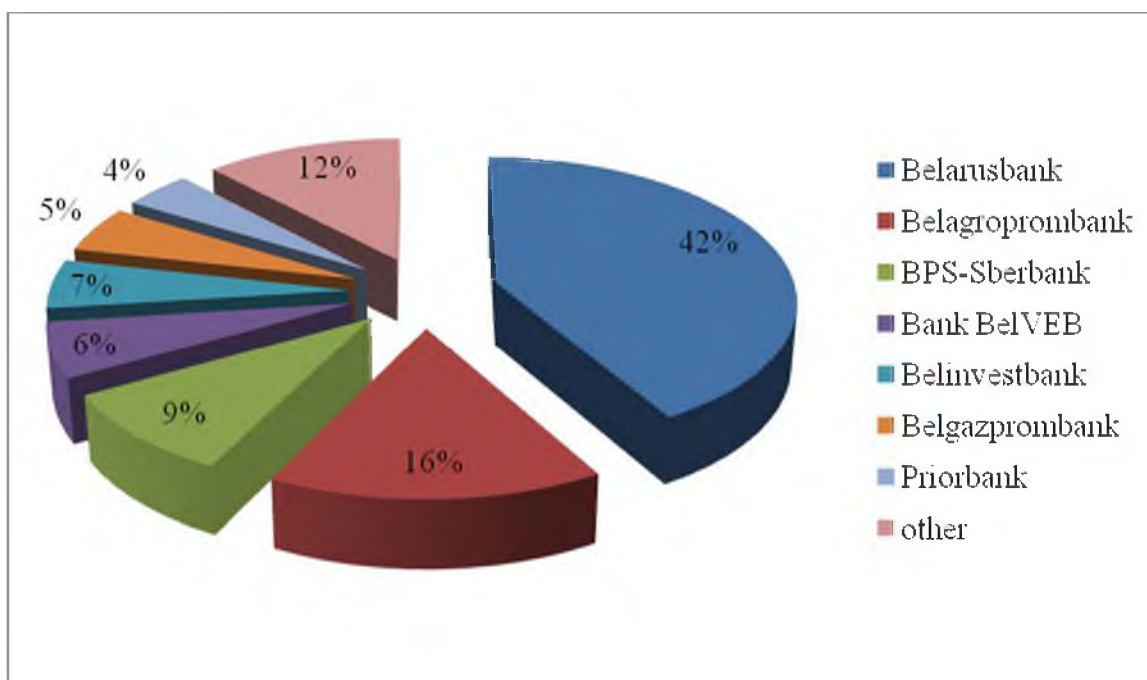
In dollar terms the assets of the banking system (including non-banking credit and financial institutions) now stands at \$ 31,34 billion.

The largest bank in Belarus – Belarusbank, whose assets – 41,7 % of the assets of the entire banking system. 7 banks form a group with assets in excess of \$ 1 billion, occupy 87,9 % of the banking sector. The remaining 18 banks and 3 non-banking credit and financial institutions only 12,1 % share (picture 2).

Since the beginning of 2016 assets of the banking system increased by Br- rubles only 1,1 %, despite the fact that consumer price inflation over the 6 months was 7,4%, while assets decreased 8 institutions.



Picture 1 – Assets of banks, 2nd quarter of 2016, Br trillion not denominated



Picture 2 – The share of banks in the banking system assets

The largest increase of assets showed BTA Bank – from the group of small banks. Among medium-sized banks the best dynamics of assets – from TC Bank («Trade Capital Bank»), and of the major banks – BelVEB («Belvnesheconombank»).

In dollar terms of assets growth for the 2nd quarter showed only 8 banks. Across the banking system (including non-banking credit and financial institutions) \$ - equivalent assets decreased from the end of December 2015 till the end of June 2016 by 6,4 %.

During the period from January to June 2016, 22 banks and 2 non-banking credit and financial institutions showed a profit and losses recorded 1 bank and 1 non-banking credit and financial institution. The total profit of the banking system for the 2nd quarter 2016 – Br3,268 trillion.

Priorbank showed the best profitability from the group of large banks, Evrotorginvestbank – from small banks, and from non-banking credit and financial institutions – the newly created institution «SSIS».

The dollar equivalent profit of the Belarusian banking system (including non-banking credit and financial institutions) for the 2nd quarter of 2016 amounted to \$ 163 million, assets profitability – 0,52 %.

Economists expect only moderate growth for the Belarusian banking sector in the following years, influenced by a slowdown in economic growth. Further credit growth is likely to be limited, due to the weakening ability of state support to the real economy and the banking sector.

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#### THE ASSESSMENT OF SOLVENCY OF THE ORGANIZATION

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