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## Present Situation and Analysis of Professional Training Managers in Studying of Economic Subjects

**Beginning.** In the modern conditions in the system of higher education have been significant changes. The dynamic development of the economy, increased competition, reducing the scope of unskilled and semi-skilled labor required to focus on professional development and retraining of specialists of economics, increase their professional competence.

**Initial conditions.** Analysis Research (O. Babayan, N. Babkov-Pylypenko, I. Demura, L. Dibkova, N. Uysimbayeva) showed that in higher educational institutions of Ukraine accumulated some experience in preparing future professionals in the field of management. Unfortunately, the experience does not take full account of the requirements of modern socio-cultural situation: the need for modernization of the content and structure of professional education associated with improving their quality according to the needs of the labor market and in accordance with international trends, as well as the influence of demographic factors. Based updating education laid competentive approach, which provides a high demand for young professionals.

The primary task of higher economic education is the focus of future specialists in mastering basic competencies, signs which are, first, multifunctionality, allowing future manager solve various problems of professional life, and secondly, interdisciplinary training of the modern manager, thirdly, the core competencies required from the

future professional a significant development of thinking, self-reflection, self-evaluation, determination of its own position, fourth, multi core competencies, that include a variety of mental and emotional and volitional processes, intellectual skills, reflective processes. However, in the modern theory of training future managers under this view the issue of professional competence in the field of Managers of experts did not receive adequate coverage.

The purpose of the article - to analyze current state of professional training of managers in the study of economic disciplines.

The main material. In order to solve mentioned problem of the theory and methodology of professional education was conducted an experimental research of formation professional competence of specialists in management in the study of economic disciplines and practical training. Organization of research carried out at the National University of Life and Environmental Sciences of Ukraine. The study covered 180 students of economic specialties, including 90 persons of experimental group and 90 control individuals. Total checking was performed in Poltava State Agrarian Academy and Kharkiv Petro Vasylenko National Technical University of Agriculture with a total coverage of 690 students.

In the experimental work the following methods are used: 1) empirical (observation, questionnaires method, diagnosing tests); 2) theoretical (analysis and synthesis, comparison, synthesis, induction and deduction).

To improve the efficiency of pedagogical experiments, we developed a program of research and experimental work, the creation of which was related to the definition of goals, objectives, stages, content and conditions of the organization, as well as criteria for problem studied study evaluated outcomes were chosen the best means of achieving the goal.

The aim of study was to check the efficiency of developed technique process the formation of professional competence of future managers.

Under the goal is to complete the task: 1) describe the output level of value-motivational sphere, its initial economic training, personal qualities students areas of training "Management" at the National University of Life and Environmental Sciences of Ukraine; 2) determine the structure of professional competence of future specialists in management in the study of economic disciplines of professional and practical training; 3) experimentally test the effectiveness of reasonable and developed pedagogical conditions of formation of professional competence of managers in the study of economic disciplines of professional and practical training.

As stated earlier, competence is regarded as an essential component of the economic content of vocational education as an integral characteristic of professional, consisting of general and professional competencies, ensuring the quality of professional activity.

The basis for the interpretation of the data were substantiated us terms of the quality of students: motivational-value treatment to the chosen profession (professional interest, ability to overcome barriers to professional activity); scope, depth, sturdiness, mobility, breadth of professional knowledge transfer; degree of skills of professional activity; readiness for professional collaboration; awareness of social status and image manager, the presence of significant existing professional and personal qualities manager needed for future careers.

Experimental activities included the presence of ascertaining, formative stages and control pedagogical experiment.

We have used a set of research methods such as pedagogical experiment; analysis of the educational activities of teachers; questionnaires; study the dynamics of formation of competencies students.

Diagnosis of development knowledge component of professional competence of students - future bachelors and masters - managers look as follows (Table. 1):

The most informative indicator of professional competence is a value orientation of the individual, the research program of which at the stage of ascertaining step includes pedagogical experiment using questionnaires, observation of individual conversations, interviews.

Research of formation motivational-value attitude of students to their future profession carried on the following criteria:

- 1) the presence of professional orientation, interest in the future of the

**Picture 1. Survey results of students about their motivation**

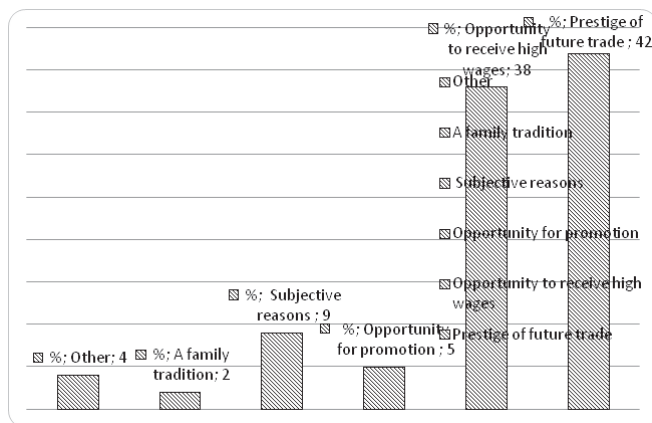
| Knowledge                     | Levels of student achievement in% |                  |                       |                     |
|-------------------------------|-----------------------------------|------------------|-----------------------|---------------------|
|                               | Optimum<br>(A)                    | productive (B,C) | Reproductive<br>(D,E) | critical<br>(F, Fx) |
| General cultural<br>knowledge | <i>10,5</i>                       | <i>60,2</i>      | <i>29,3</i>           | -                   |
| Professional<br>knowledge     | <i>8,1</i>                        | <i>49,7</i>      | <i>42,2</i>           | -                   |

profession, awareness of its importance, the need for mastery of it;

2) the degree of job satisfaction;

3) the ability to overcome difficulties in the work (look for errors, difficulties, striving to overcome them).

To identify the professional orientation of students they proposed the question "What are the reasons for your choice of profession?". However, under professional reasons understood those which promote the subject to improve their own work - it means, forms, methods and technologies. Professional motivation is defined as either a positive attitude to the profession as a whole or as a set of correlative reasons that motivate to work in any professional field.



**Picture 1. Survey results of students about their motivation**

Analysis of attitudes and orientations of the respondents showed that the main reason that motivate future students to enroll to study the field of "management" was "the possibility of higher payment" - 38%; "prestige of future profession" - 42%; "Opportunity for promotion" - 5%; "Subjective reasons (such as" penchant for science ")- 9%; "Family tradition" - 2% of respondents. On the randomness of choice ("opportunity to pursue higher education," "deviate from military duty," "availability of a higher education institution", "not won the competition for the coveted profession") reported 4% of the subjects (Picture 1.)

The survey of working professionals economics correlate with the results of the survey students. Revealed similarities in the grounds career choices, a conscious choice economics profession did 78% of respondents.

The initial level of professional motivation is defined as students in the first year. According to the survey, some first-year students recorded a clear insight into selectable profession. 22% of their future work in the field of management, 45% - in public services, 16% - to work in the private business sector and on agricultural farms. This is dictated, perhaps, by pragmatic considerations.

Survey students of 4-5 courses revealed that there is a tendency reorientation of interest for research work. At the same time, a positive trend was observed: the absence of "not going to work according to their training." Thus, for all respondents the choice of future profession mainly due to interest and desire to live and work in it. In addition, the students of first years identified high levels of interest in wages, which is closely related to the prestige of the profession, and seniors - from social situations and the ability to gain personal independence.

Conducted interviews with students revealed an underestimation of the importance of the humanities, including ethics and psychology. The first place in the student's ranking is general professional discipline (Cycle professional and practical training), "The theory of organizations", "Management", "Administrative Management", "Personnel Management (73%). On the second place go "Operations Management", "Statistics", "Macroeconomics", "Strategic Management", "Innovation Management" (17%). Third place play "Higher Mathematics" and "Computer science" (4%).

The students training direction "Management" uniquely favored the study of special (subject) subjects. Only a small proportion of respondents (2%) thought was necessary to study general humanitarian and socio-economic disciplines, such as "Foreign Language", "Computer Methods in Economics", motivating it by possibility of further work abroad and with the computer.

Thus, students do not pay enough attention to such subjects as "Sociology" and "Psychology". 2% of respondents associated the study of these subjects only with their future parental function. Importance of studying psychology seen some students (2%) in the formation of professional communication skills (contact with the surrounding, with the staff, to establish business relationships, establish business). Not at all taken into account employment by physical training and sports.

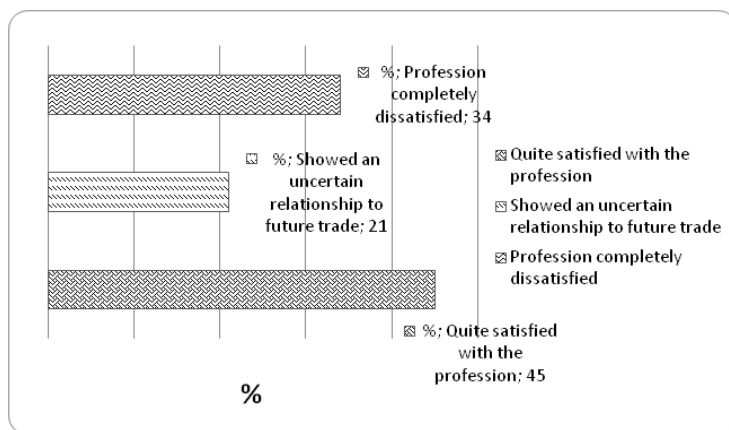
Investigating communication efficiency of future operations of the future program of self-development manager in higher education, students were offered a question: "Do you consider it necessary for a constant self-improvement? Do you practice self?" An affirmative answer

to this question 91% of respondents, with some doubts - 5% negative responses received 4% of recipients.

Quite satisfied with education that is acquired in high school, 45% of subjects. More than half of graduates for various reasons are not completely satisfied or not satisfied with the knowledge acquiring. The attitude of the students for future professional activity was determined by us according to the method of A. Kyssel. Processing of the results was counting Satisfaction Index profession that is between 7 to 23 points, 5 points - completely satisfied with the profession; 4 - a profession generally satisfied; 3 - uncertain attitude to the profession; profession was satisfying; 1 - the profession completely satisfied. Conditionally the method of ranking allocated to the positive - from 19 to 23 points, neutral - from 11 to 18 points or negative - from 7 to 10 points - the attitude to the profession.

In a survey of senior students of economic specialties, it was found that 45% of the students future profession fully satisfied, 34% - showed an uncertain relationship to future profession, 21% of students are completely satisfied with future profession.

Conclusions. Thus, students do not fully understand the importance of professional competence of the manager as a whole and its separate components. More attention is given to the theoretical training of students. Analysis of the results observations and questionnaires allowed to conclude that the traditional training provided by professional managers do not focus and interdisciplinary integration in teaching general scientific and special subjects. Was observed underestimation of the importance of the humanitarian component of economic education. Was observed lack



Picture 2. Satisfaction students of chosen profession

of some important professional and personal qualities, low formation of a positive image of specialist.

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*Abstracts*

**НАДІЯ КОЛІСНИК. Сучасний стан і аналіз професійної підготовки менеджерів у вивченні економічних суб'єктів.** У статті аналізується проблема професійної підготовки менеджерів. Стаття присвячена визначенню основних мотивів студентів при виборі професії менеджера; визначено рівень задоволеності студентів обраною професією, за допомогою спостереження, анкетування та опитування.

**Ключові слова:** економічні дисципліни, менеджери, професійна компетентність, професійна підготовка, формування професійної компетентності.

**NADIJA KOLISNYK. Współczesny stan i analiza przygotowania zawodowego menedżerów w zakresie nauczania przedmiotów ekonomicznych.** W artykule analizuje się problem zawodowego przygotowania menedżerów. Artykuł poświęcony jest określeniu głównych motywów wyboru przez studentów zawodu menedżera. Na podstawie badań empirycznych przedstawiono poziom zadowolenia studentów z wybranego zawodu.

**Słowa kluczowe:** przedmioty ekonomiczne, menedżerowie, kompetencje zawodowe, przygotowanie zawodowe, kompetencje zawodowe.

**КОЛЕСНИК НАДЕЖДА. Современное состояние и анализ профессиональной подготовки менеджеров при изучении экономических дисциплин.** В статье анализируется проблема профессиональной подготовки менеджеров. Статья посвящена определению основных мотивов студентов при выборе профессии менеджера; определен уровень удовлетворенности студентов избранной профессии посредством наблюдения, анкетирования и опроса.

**Ключевые слова:** экономические дисциплины, менеджеры, профессиональная компетентность, профессиональная подготовка, формирование профессиональной компетентности.

**NADIYA KOLISNYK. Present situation analysis and training managers in the study of economic subjects.** This article analyzes the problem of training managers. The article is devoted to the definition of the main reasons students at vobori profession manager; The level of satisfaction of students of chosen profession, through observation, questionnaires and surveys.

**Key words:** economic disciplines, managers, professional competence, professional training, formation of professional competence.