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Current trends of professional training for future specialists in public administration

Stating the problem. One of the important priorities of the state development in Ukraine today is increasing the level of professionalism of specialists in public administration. There are rethinking processes in almost all areas of professional activity in Ukraine taking place in the terms of modernization of the general system of education and professional training for specialists in various fields. One of the prerequisites for the effective functioning of public administration is the professional training for future specialists at the stage of obtaining basic higher and postgraduate education. The introduction of new approaches to the training of new management personnel plays an important role in higher education institutions that train future specialists in public administration. Professional training for future specialists in public administration is carried out today in Ukraine in fundamentally new socio-economic, political and cultural realities. Modern new requirements for knowledge, skills and abilities are addressed to future specialists, first of all, in connection with the integration of Ukraine into the world community,

especially in terms of growing competition and the international labor market globalization.

Analysis of the researches and published works. The problem of professional training in the education system is quite widely studied in Ukrainian pedagogical science. The conceptual issues of the training for future specialists in higher education institutions were researched by A. Aleksiuk, V. Andreev, B. Genshunsky, S. Dotsenko, M. Zgurovsky, A. Karpenko, D. Pashchenko and others.

Scientific researches devoted to issues of professional training for the future specialists in the field of public administration were carried out by N.Goncharuk, V. Goshovska, S.Dubenko, V.Knyazev, O.Lazor, V.Lugovy, T.Motrenko, V.Ponedilko, N.Protasova, N.Sinitsina, S. Seriogin, V.Tolkovanov and others. The peculiarity of the new professional training paradigm for specialists in public administration is its communicative orientation. In this context, it is worth to mention works of such scholars as S.Bronnikova, N.Drahomyretska, T.Nedashkivska, M.Ninyuk, M.Piren, G.Poceptsov, Y.Rabota, M.Rudakevich, L.Pryhodchenko, A.Rachinsky, C.Chuckut.

Description of the fundamental information. In pedagogical researches, professional training is considered as a process of mastering students with the knowledge and skills necessary for their future professional activity. According to the Law of Ukraine "On Higher Education", professional training is a qualification in the corresponding field or specialty. The professional training for future specialists focuses on personal development and creative self-fulfillment of every person in Ukraine, the formation of generations who are learning throughout life, develop the values of civil society, contribute to the consolidation of the Ukrainian nation and its integration into European and world space [1, p. 10].

The term "public administration" is defined as an activity related to solving strategic tasks of state bodies, enterprises, institutions, organizations taking into account the complex of external and internal factors of influence and development trends in a competitive environment. In this context, the system of training specialists in the field of public administration is characterized by a certain specificity and should ensure the needs of authorities, enterprises and organizations by managers with a high level of professional culture, who will be able to perform management functions competently and responsibly, implement the latest social technologies and promote innovation processes [2, c.32].

The professional training for future specialists in public administration presupposes the successful completion of their respective educational-professional or educational-scientific program, which is the basis for the awarding of a higher education degree in the field of public administration, aimed at conducting professional activities.

Modern professional training for future specialists in public administration is carried out through educational and professional programs and provides advanced legal, economic, political science, management, social and humanitarian, psychological and pedagogical, professional knowledge necessary for regulatory, organizational, administrative, consulting and advisory support for the state bodies activities covered by the laws of Ukraine "On Civil Service" and "On the Service in Local Government Bodies". Educational, professional and educational programs are being developed by universities, academies, institutes in accordance with the requirements of the National Qualifications Framework and higher education standards.

The Law of Ukraine "On Civil Service" defines professional competence as the ability of a person to use special knowledge, skills and abilities, to identify the relevant moral and business qualities for proper performing the prescribed tasks and responsibilities, training, professional and personal development. At the same time, professional training is defined as the acquisition and improvement of professional knowledge, skills and abilities that provide the appropriate level of professional qualification of public administration specialists for their professional activity.

The components of modern professional training for future specialists in public administration in higher education institutions are theoretical, practical, scientific, humanitarian, economic, legal, informative and ecological training. Theoretical training provides the corresponding theoretical professional knowledge and skills of future specialists on the basis of knowledge of the principles and regulations of the functioning of the public administration. The practical training involves the formation of professional management culture and management skills, acquiring practical skills in managerial technology based on problem-oriented modeling method, ability to set and solve strategic tasks. Scientific training includes involving students in the process of scientific researches. Humanitarian training is aimed at studying about humans, national and world culture. Economic background contributes to the formation of the future economic specialist's culture, which includes economic knowledge and the development of adaptive skills for future professional activity in a

modern market economy. Legal training forms the legal culture of future professionals, based on compulsory rules, regulations, laws. Informative preparation is aimed at the study of information and innovation technologies. Ecological preparation is necessary for the formation of ecological culture in the process of professional activity. The considered components of the professional training for future specialists in public administration in higher education institutions are interdependent and interrelated.

The professional training quality of future specialists in various fields in the context of the reform in higher education system is leading in public policy in Ukraine. Implementing the Law of Ukraine "On Higher Education" promote sustainable social development through the competitive human capital preparation and creation the terms for life-long education, international integration of the higher education system of Ukraine.

Professional training for future specialists in the higher education institutions is carried out through an educational process that plays a leading role and has a practical orientation for future professional activities. Students acquire the relevant knowledge, skills and abilities which are considered as the basis for performing professional functions. It is assumed modeling the professional skills necessary for the management and further career development in the curriculum of higher education institutions that provide training for public administration and administration.

Today there is a topical problem of updating the contents of the professional training for future public administration specialists in higher education institutions, which consists in expanding professional, managerial, socio-economic knowledge, in-depth studies of information technologies and foreign languages, as well as in the implementation of creative teaching methods based on the principle of "creation" instead of the principle of "repetition", where the component "knowledge" defines the component "skills" and that should be the basis of the innovative learning process. Importance of this process is also seen in multidisciplinary and interdisciplinary programs focused on solving complex professional problems [3, p. 43].

The draft Concept for the Development of Education in Ukraine for the period 2015-2025 states that during this period the educational structures will be brought in line with the needs of the modern economy and the integration of Ukraine into the European economic and cultural

space, as well as the development and introduction of new standards of higher education on a competent basis [4]. The structure of higher education standards is a hierarchical set of interconnected components that set requirements at the state, industrial institutional levels.

Among the most important tasks of modern professional training for future specialists in public administration in higher education institutions is the formation of a sufficient level of their professional competence. Therefore, the competitive aspect of the training for future specialists is decisive. Professional competence is a dynamic combination of knowledge, skills, ways of thinking, views, values, other personal qualities, which determine the ability of a person to socialize, to carry out professional activities successfully. The components of professional competence are also motives and self-assessment.

Mastering of basic professional knowledge, skills and abilities; orientation on social and professional self-determination and self-fulfillment, ability to self-organization; acceptance of an active life and professional position; formation and development of professional values and qualities that correspond the human standards; the formation of professional culture and the achievement of a high general cultural level, all these terms should be distinguished as the determinative basic professional competences of future specialists in public administration.

Conclusions. The field of public administration has recently become the subject of special attention of scientists and officers not only in terms of its nature and functioning, but also in matters of professionalism and raising the level of managerial culture of professionals. The professional activity of specialists in public administration has a complex integrated, multifunctional character that determines the relevant requirements for its professional training. Today, Ukraine needs highly skilled initiative managers who will manage their professional tasks and make managerial decisions effectively, provide high-quality administrative services. In the context of professional training, future specialists in public administration acquire the necessary experience of communication, relevant knowledge, skills and abilities of the organization and implementation of various forms of communicative interaction. Professional training plays a significant role in role of an adaptive tool for young professionals in searching for opportunities to realize themselves in future professional activities in accordance with international requirements and standards.

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Abstracts

MALYK YULIANA. Nowoczesne trendy przygotowania zawodowego przyszłych specjalistów w dziedzinie zarządzania i administracji publicznej. Jednym z najważniejszych warunków dla rozwoju nowoczesnego społeczeństwa ukraińskiego jest potrzeba kształcenia specjalistów, zdolnych do skutecznego prowadzenia działalności zawodowej w warunkach ciągłych zmian w środowisku społeczno-gospodarczym. Reformy zachodzące we wszystkich sferach życia społeczeństwa ukraińskiego dają powody stwierdzić, że problem poprawy jakości kształcenia zawodowego jest niezwykle ważny. W artykule są analizowane współczesne trendy kształcenia zawodowego przyszłych specjalistów w dziedzinie zarządzania i administracji publicznej. Działalność zawodowa menedżerów na różnych poziomach i w każdej dziedzinie działalności rozpatrywana jest jako system działań, mających na celu rozwiązywanie zadań zawodowych w ramach komunikacji zarządczej. Autor podkreśla, że biorąc pod uwagę współczesne trendy, które zostały zbadane w tej pracy naukowej, należy zauważyć, że dziedzina administracji publicznej i zarządzania jest złożonym zbiorem powiązanych ze sobą elementów, skuteczność którego będzie zależeć od jakościowego systemu kształcenia zawodowego przyszłych specjalistów. Artykuł uzasadnia potrzebę aktualizacji form i metod organizacji przygotowania zawodowego przyszłych specjalistów w dziedzinie administracji publicznej i zarządzania na uczelniach wyższych Ukrainy.

Słowa kluczowe: szkolenie zawodowe, uczelnie wyższe, specjaliści w dziedzinie zarządzania i administracji publicznej.

МАЛИК ЮЛІАНА. Сучасні тенденції професійної підготовки майбутніх фахівців публічного управління та адміністрування. Однією з найбільш важливих умов розвитку сучасного українського суспільства є потреба у підготовці фахівців, здатних ефективно здійснювати свою професійну діяльність в умовах постійних змін соціально-економічного середовища. Реформи, які відбуваються в усіх сферах життєдіяльності українського суспільства дають підстави вважати, що надзвичайно актуальною є проблема підвищення якості професійно орієнтованої освіти. У статті досліджуються сучасні тенденції професійної підготовки майбутніх фахівців публічного управління та адміністрування. Професійна діяльність управлінців різних рівнів та будь-якої галузі розглядається

ся як система дій, спрямованих на вирішення професійних завдань у межах управлінської комунікації. Автор наголошує, що враховуючи сучасні тенденції, які було досліджено у даній науковій праці, важливо зважати на те, що галузь публічного управління та адміністрування є складним комплексом взаємопов'язаних елементів, ефективність якого буде залежати від якісної системи професійної підготовки майбутніх фахівців. У статті обумовлено потребу оновлення форм і методів організації професійної підготовки майбутніх фахівців публічного управління та адміністрування у закладах вищої освіти України.

Ключові слова: професійна підготовка, заклади вищої освіти, фахівці публічного управління та адміністрування.

МАЛЫК ЮЛИАНА. Современные тенденции профессиональной подготовки будущих специалистов публичного управления и администрирования. Одним из наиболее важных условий развития современного украинского общества является потребность в подготовке специалистов, способных эффективно осуществлять свою профессиональную деятельность в условиях постоянных изменений социально-экономической среды. Реформы, которые происходят во всех сферах жизнедеятельности украинского общества дают основания считать, что чрезвычайно актуальной является проблема повышения качества профессионально ориентированного образования. В статье исследуются современные тенденции профессиональной подготовки будущих специалистов публичного управления и администрирования. Профессиональная деятельность управленцев разных уровней и любой отрасли рассматривается как система действий, направленных на решение профессиональных задач в рамках управленческой коммуникации. Автор отмечает, что учитывая современные тенденции, которые были исследованы в данной научной работе, важно учитывать, что отрасль публичного управления и администрирования является сложным комплексом взаимосвязанных элементов, эффективность которого будет зависеть от качественной системы профессиональной подготовки будущих специалистов. В статье обусловлено потребность обновления форм и методов организации профессиональной подготовки будущих специалистов публичного управления и администрирования в учреждениях высшего образования Украины.

Ключевые слова: специалисты публичного управления и администрирования.

MALYK YLIANA. Current trends of professional training for future specialists in public administration. *One of the most important terms for the development of modern Ukrainian society is the need for training such experts in any field, which are able to carry out their professional activity effectively, especially in conditions of the constant changes in the social and economic environment. Reforms in many spheres of Ukrainian society's life cause the needs for highly qualified specialists of the new generation who, after graduating from higher education establishments, receive, in addition to deep theoretical knowledge, practical training for performing high-level professional activities that will lead Ukraine to new world standards. Thus, in this article author exposes current tendencies of professional training for specialists in public administration. The professional activity of managers in any field is considered as a system of actions aimed at solving professional tasks within the framework of management communication. The author emphasizes that taking into account the current trends that have been studied in this scientific work, it is important to notice that the field of public administration is a complex formation of interrelated elements and the effectiveness of this will depend on a qualitative system of professional training for future specialists.*

Keywords: Professional training, higher education institutions, public administration specialists.