

Pacific Science Review ^B

Humanities & Social Science

JUNE 2013 VOLUME 5 NUMBER 2



PSR

Far Eastern Federal University, Russia
Kangnam University, Republic of Korea
Harbin Institute of Technology, P.R. China
Kokushikan University, Japan

Pacific Science Review

(ISSN 1229-5450)

A joint publication of Far Eastern Federal University, Russia, Kangnam University, Republic of Korea, Harbin Institute of Technology, P.R. China and Kokushikan University, Japan

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June 2013

Pacific Science Review B

Humanities & Social Science

JUNE 2013 VOLUME 15 NUMBER 2



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Volume 15, No.2

JUNE 2013

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Systematic Process Organization of Forming Professionally Important Qualities of Future Specialists

Nelly A. Klescheva* and Galina V. Petruk**

Abstract: The results of pedagogical projection of the forming process and development of professionally important qualities (PIQ) of future specialists have been presented in the system of educational preparation at the Federal university. Complex of the tasks has been formed demanding of the decision. Possible decision variant of meant tasks is proposed on the example of educational preparation in the direction of "Economics and management in the enterprise (in industry)". Export procedure has been proposed of structure definition and professionally important qualities of specialists of a given profile. Stages of forming a chosen complex of professionally important qualities has been exposed.

Keywords: important qualities, the forming process and development of professionally important qualities; the system of independent students' work, integrative technological figures, variative educational routes.

INTRODUCTION

Professionally important qualities of a specialist of any profile are essential factor of its professional competence and social differentiability. The level of forming of a given professional constructor defines not only success of activity but adequateness of professional personality functioning as in corresponding professional sphere just in the society as a whole. The system of education like a sociocultural institute dynamically regulating on the demands of the society and developing economics must provide for preparation experience with professional and social environment in accordance with changeable intercultural economic and technological conditions. In this connection investigation activate for pedagogical science and practice with the search of scientific basis and elaboration of forming process realization mechanisms and development of professionally important qualities of future specialists in the

institution of higher education.

Potentially wide spectrum of professionally important qualities, which must identically reflect behavior peculiarities, thinking and socialization of personality in the appropriate professional activity depends on the necessity of including into the educational process of wide means spectrum of psychopedagogical and technological support of the forming process of the given qualities (Shadrikov V., 19821).

Given fact dictates the necessity of forming problem examination and development of PIQ of future specialists in the process of their educational preparation in the institution of higher education from the position of systematic approach and complex its decision as an integral pedagogical task.

In our opinion in the motion of systematic study of a given problem must be marked and decided next interrelated personal tasks:

- definition of element and a composite structure of dominant PIQ of specialists of a regarded profile (professiographic task);
- choice and basis of educational resource supporting an integral forming process and development of PIQ (structurally-organized task);
- elaboration of didactic and methodical accompaniment of a forming process and

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development of PIQ of future specialists (technological task);

- elaboration of monitoring system and estimation of an investigated process (normatively-investigated task).

In the article a pedagogical decision in described of marked tasks on the example of an educational preparation of economist-managers on the direction "Economics and management in the enterprise".

MAIN RESULTS OF RESEARCH

The first task. Complex of the professionally important specialists' qualities of a given profile was defined on the basis of profессиographical examination of a corresponding sphere of professional activities. Structural functional analysis of economist-managers' activity kinds (in industry) permitted to define an elemental structure of PIQ and structurated them in three classified groups: motivationally-emotional, cognitively-creative and socially-perceptual.

Formed list of qualities was proposed for expert-managers and economists of higher team, working in the large industrial enterprises with the goal of revelation of the most demanding in their professional quality activities.

On the basis of especially developed procedure of estimation (Klescheva and Petruk, 2011), suspended integral mark was defined of each quality (for five number scale). In table 1 all three groups of the professionally important qualities have been presented of economist-managers of a corresponding profile and results of in order of size expert of these qualities.

Professionally important qualities are systematic characteristics of a person and a process of its forming and development propose of mastering of different operations for fulfillment and cognition of kinds activities (Neverovich S.D., 2003). In this connection in the motion of decision of a given task totality and sequence including into educational practice of kinds of quasiprofessional activity were defined and for its results of fulfillment it is possible to argue about a definite level of formation corresponding of PIQ. In this way «time arrow» was defined of a projected process: conditionally it was

divided into four stages: executive (initial), tactful, manageable and strategic. Main abilities and kinds of activities for mastering of which an educational process must be directed on each stage of formation of PIQ, have been presented on the figure I.

Table 1. Professionally important qualities of economist-managers

Group of PIQ	Professionally important qualities	Estimation of experts
motivationally-emotional	Initiative	4,8
	Ability to manage oneself	4,6
	Emotional stability	4,7
	Level motivational development	4,9
cognitively-creative	Logic and analytic abilities (ability to analyse the problems of enterprise)	4,8
	Ability to business-projecting activity in mechanical engineering	4,7
	Ability to decide problematic managerly-enterprise tasks	4,6
	Ability to develop and realize your ideas in the field of management and economics	4,9
socially-perceptual	Ability to manage of enterprise group	4,9
	Inclination to leadership	4,8
	Communicability	4,7
	Ability to convince and to dispute your point of view	4,6
	Ability to decide conflicts	4,7

The second task. Of decision of a given task was proposed a preventive choice and basis of educational paradigm in which a project of research process must be based. Professionally important qualities from the one hand reflect personal qualities of a subject from the other hand, they define success of a fulfillment deferent kinds of educationally-cognitive and future professional activity. That is why methodological platform in which a process of formation and development of PIQ must be based of economist-managers, personally-active educational paradigm was chosen, taking into consideration interrelationship of activity and personal development and permitting to orient an integral educationally educated process on a person as an aim, a subject and result of its effectiveness.

Exec
logic
- abil
- abil
- abi
phen

Tact
syst
prot
- ab
activ
- ab
ecoi
- pe
- ab

Man
abil
- ek
- ab
prol
- ab
- c

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qual
com
form
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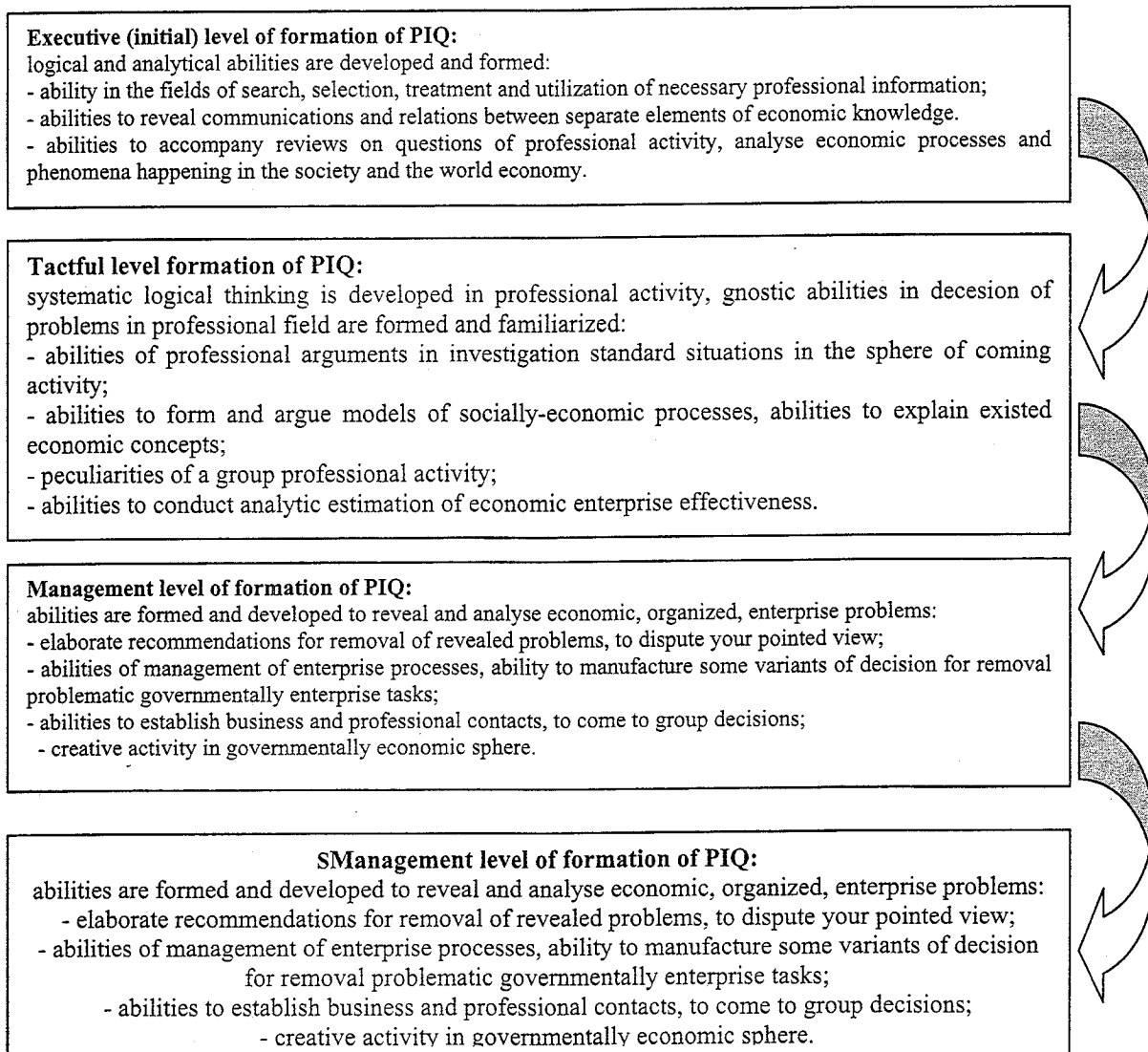


Fig. 1 Levels of formation of the professionally important qualities of an economist-manager

As it was marked, professionally important qualities of a specialist of any profile present a complex symbiosis of qualities, the process of formation of which carries a subject character. In this connection educational activity, directed on their formation, absolutely must be differentiated both subjectly as rich in content and technologically.

Perfectly evident to decide this task only by means of auditorial work isn't possible. Furthermore formation and perfection PIQ of a person fully is possible in the process of independent cognitive

activity, in the conditions imitating professional. That is why optimal functioning of a given process, in our opinion, may be realized in the system of independent students' work in the frames of which by means of corresponding means of support a special quasiprofessional sphere must be organized. For modern normative educational documents, temporary organized and didactic possibilities of an independent work allow fully provide one of the most important principle of education process - the principle of education process - the principle of variation of

student's educational trajectories. Thus independent work can be regarded as a unique educational resource for project, organization and psychologically - pedagogical support of the process of forming professionally important qualities of economist-managers.

The third task. In the motion of the decision of this task different traditional and innovative methods were studied of independent students' work. The main accent in the process of the selection of methodic instrument was made on the revelation their didactic direction, on the formation of kinds if only one from three picked our groups of professionally important qualities of economist-managers. At the result of a conducted analysis a methodic system was formed, including fourteen methods of active education. Definition their didactic potential allowed quite precise "define" methods, forming of PIQ cognitively-creative and socially-perceptive groups, but in this case to establish that practically each method influences latent influence on the formation of PIQ motivationally-formed methodic system to structural in two technological directions. To the basis of given directions two integrative technological units have been put: case-study and game project (Petruk, 2010).

Case-study - integrative technological unit (ITUC) concluding methods in the basis of which reproduction lies in the condition of study processes happening in real enterprise situations. Each method has a different didactic importance and influences on the formation of different qualities, that is why "a didactic vertical line" was defined by the formed methodic system, defining sequence of including methods in the process of formation PIQ.

The fourth task. For possibility of a realization of the monitoring system and estimation of a student independent activity an each level two estimated scales were developed in which different level indexes were used and qualities of fulfillment of kinds of activity, realized by means of including into educational process of each technological unit. At the same time a common scale of scales estimated formation was equal: in accordance with a labour-consuming and on the elemented analysis of each kinds of activity, its initial price "was fixed, and then a system" of additional estimated points was defined. In this way, for each kind of fulfilled work a student got marks, a definite sum of which is an accumulated

mark of a translation allowed him to cross to the next level of the forming professionally important qualities. Within each level a student proposed to work in different didactic forms, at the same time equal kinds of activity could repeat on any educational maintenance. The number of possible repetition was defined by "price" of corresponding kind of maintenance. It should be marked that the demand to lead all students to the highest strategic level wasn't marked as a determinant. It was presented the most important to the propose for each student such educational trajectory moving on each he fully used his nature instincts and could develop demanded for future professional activity qualities.

CONCLUSION

The problem of forming and development of professionally important qualities of future specialists in the process of their educational preparation presents itself an independent pedagogical task. the decision of which should be theoretically and methodically based in accordance with a profile of a direction preparation of students and aimly realized during all cycle of education.

Proposed in a given article an educational strategy of decision of this task was approved in the order of a prolonged pedagogical experiment on the base of Far-Eastern Federal University (a branch in Arseniev).

During five years (the full cycle of the educational preparation) a monitoring was conducted by a proposed organization of the process of the forming and development of PIQ. Given morhitoring was conducted in two directions: fixation of dynamics formation investigated qualities and fixation of a common academic progress in studies of the students. For this purpose in a educational practice system of students' independent work new didactic forms were included allowing to realize different kinds of quasiprofessional activity a bank of the complex professionally-oriented tasks was developed for educational disciplines, constituting the goal of a basic preparation for direction normative-diagnostic instruments were developed. Received results, their qualitative and statistic interpretation gave the foundation to fix that

especially organized quasiprofessional sphere in the system of the independent work, inside of which the movement of students is provided by the students' movement on the proper educational routes, this assist not only formation and development professionally important qualities of future economist-managers, but to provide higher indexes of the educational students' activity. Revealed in the motion on the experiment drawbacks marked further perspectives of the investigation by present time a proposed technology of designing of a given process in the system of independent students' work for the direction of preparation of "Economics and management on the enterprise (in technological engineering)" is produced into the educational practice of the numbers of institution of higher education of the Far East region.

As results of pedagogical experiment showed, the introduction into educational process of professionally-important didactical securing of independent work, considerably strengthen a motivative direction of the students on the fulfillment different kinds of educationally-cognitive activity.

Besides, organizing on a given sign, an independent work decides a social function of the education- allows introducing a portfolio – system, which is widely claimed on the labour market now days. On competently organized independent work a high education establishment, can-issue professional certificates, which will be reorganized by the employers as appropriate qualified characteristic.

By our opinion, a common strategy of organization of the formation professionally important qualities, proposed in this article can be used during designing a similar process in the educational practice of specialists' preparation of economic and a socio-humanic profile.

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