

## SPECIALIST`S QUALITY MANAGEMANT FOR FORMATION OF PROFESSIONAL COMPETENCE OF FUTURE ECONOMIST

**Formulation of the problem.** Nowadays the issue of professional qualities forming attracts more attention of scholars, because it is necessary to create a model of education, which can provide practical training for future specialists. To establish an integrated system of professionally important qualities is the determining moment of professional identity formation as defined human capacity in the profession and suitability for it.

**The main material.** V. Shadrikov [17] defined professionally important qualities as individual qualities of person`s activity affecting its efficiency and learning. To professionally important qualities he also includes ability. The efficiency of pedagogical activities depends on the formation of professionally important qualities of a teacher.

The scholar identifies the following qualities of a teacher:

– logical thinking (which reflects the formation of logical methods of thinking as a set of actions aimed at operations analysis, synthesis, classification concepts of the logical relationships);

– dominant qualities: active personality, commitment, balance, desire to work, the ability not to get lost in extreme situations, charm, honesty, justice, modernity, teaching humanism, scholarship, pedagogical tact, tolerance, discipline, teaching optimism, perfectionism, responsibility, communication;

– teaching artistry reflected in the ability to implement the thoughts and feelings in the image, behavior, speech, variety of personal expressions of the teacher;

– autocompetence - adequate understanding of their social and professional characteristics and ownership of technologies to overcome professional destruction;

– extreme competence – ability to operate in difficult conditions, in accidents, violations processes.

Professional competence is assessed by the level of formation of professional and pedagogical skills. From the perspective of the main operational functions of a vocational school teacher author identifies the following groups of professional and pedagogical skills:

– gnostic skills – cognitive ability in general professional, production and psycho-pedagogical knowledge acquisition, which provide new information, highlight it in the main, essential; generalization and systematization own teaching experience, experience of innovators;

– ideological skills – important social skill for political and educational work among students, promotion of pedagogical knowledge;

– teaching skills – general skills of specific learning objectives identify, choosing appropriate forms, methods and means of teaching, designing teaching situations, explanations and practical educational materials, demonstrations of technical objects and methods of work;

– organizational and methodological skills – ability to implement the educational process, the formation of learning motivation, organization of the professional activities of students, establishing educationally viable relationships, group formation, organization of self-administration;

– communicative skills – general pedagogical skills, including perceptual, expressive, suggestive, and oratorical skills in the pedagogical direction;

– predictive ability – general pedagogical skills forecasting the success of the educational process, which includes the diagnosis of the individual and the collective of students, analysis of educational situations, alternative model of

educational activities, design of individual and collective control over the process and outcome;

- reflexive skills – ability to self-cognition, self-assessment of professional work and professional behavior, self-actualization;

- organizational and pedagogical skills – ability of general planning of the educational process, the choice of the optimal means of pedagogical influence and interaction, self-organization and self-formation of professional orientation on personality of students;

- general professional skills – skill of reading and preparation of drawings, charts, technical diagrams, fill settlement and graphics, to assess the economic performance of production;

- skills to design – integrative skills of processes development and design of technical devices, the development of training and technical and technological documentation, preparation of process maps, guides tests;

- technological skills – quantitative skills to analyze work situations, planning, rational organization of the process, operation of process equipment;

- production and operational skills – general skills in related professions;

- special skills – special professional skills within any one branch of production [5].

We are interested in professional skills of an economist, as we explore the formation of professional competence of professionals of this area.

M. Vachevskiy distinguishes two interrelated levels of economic thinking:

- theoretical and economic – social consciousness reflected in economic relations in the form of economic theories, understandings, ideas and categories;

- empirical and economic - deliberate and learned the accumulation of economics, including economic information and its application in solving specific economic problems [3].

A. Aksenova [1] also emphasizes the importance of continuity of theoretical and practical training, and determines that the purpose of economic education is

the development of economic thinking and formation of economic behavior. Economic thinking is developed in the process of solving and analyzing economic situations introduced in all subjects, and found in acquired skills to make independent decisions on the proposed tasks.

Economic thinking requires the general understanding of the economic laws of modern society, the principles of the formation and development of a market-oriented economy and the most important mechanisms of its regulation. Formation of a future professional capacity for economic thinking enhances professional competence, gives everyone the opportunity to use effectively own opportunities for success.

Analyzing the professional economic activity, L. M. Dybkova identifies the following common problems:

- information processing and analytical account that is presented in the form of tables or graphs;
- storage of large amounts of data and presenting it on demand in a convenient way;
- use of standard and reference materials to work effectively;
- transform existing information into a useful type and various forms of representation;
- consideration during the computation interrelation between different tables;
- ability to quickly navigate and adapt to new situations and changes that occur at the micro and macro levels of the economy [5].

The competitiveness of future economists largely depends on the quality of mastering modern economic knowledge, the degree of economic and information culture, the ability to think and act in a categorical system of market economy [15, 89].

The main economics components of a future economist can be:

- formation of economic thinking for the efficient operation of a market economy (an idea of the economic development of society, the system of

fundamental knowledge of economic laws and principles, possession of a certain amount of economic categories, mechanisms of economic regulation);

- creation and development of their own economic positions (knowledge of finance, marketing, auditing, international economics, law, management, banking, etc.) to facilitate decision-making on the basis of their competent analysis of the economic situation;

- economic education (system of beliefs, values of future specialist);

- acquiring practical experience of economic activity (economic analysis, design of economic activity, the calculation and analysis of specific industries, etc.) [9].

As stated in study [13, p. 58] a graduate of Bachelor of economic institution should:

- know the basic categories of economics, the theoretical foundations and patterns of the economy, to understand the diversity of existing economic systems in the world today;

- have a systematic understanding of the structure and trends of the Ukrainian and world economy;

- understand the nature of institutional changes in the economy, know about the basic economic institutions and principles of their operation;

- know the mechanism and principles of adoption and implementation of economic and management decisions at the micro and macro levels;

- manage methods of economic analysis of different micro and macro processes;

- be able to use information technology to solve economic problems;

- know a foreign language for special purposes;

- able to acquire new knowledge by applying modern information educational technologies.

Global informatisation of society raises new demands on the professional competence of economists: they need to master new information technologies for

the analysis and processing of large amounts of information to communicate outside the enterprise using the possibilities of the Internet [9, 19].

M. Thuho [15] notes that in order to be successful in life and profession, you need to work hard, improve your knowledge and skills to develop. He gives job analysis of specialty "economist-accountant", which includes 54 requirements for the specialist, based on which they could build the ideal (theoretical) model of professional. Obviously, in the real world it is difficult to find an economist-accountant who has all these qualities sufficiently well developed. By the analysis of survey findings the author determines 15 most significant professionally important qualities as following decrease of importance:

- 1) ability to make good deals,
- 2) reliability,
- 3) desire to work,
- 4) health,
- 5) intelligence,
- 6) energetic nature,
- 7) professional competence,
- 8) ability to communicate "face to face" and on the telephone,
- 9) self-mastery, entrepreneurship, business acumen,
- 11) prediction accuracy and reasonable risk,
- 12) commitment, timeliness,
- 14) honesty, ethics,
- 15) ability to replace a colleague.

There are three groups of professionally important qualities:

The first group of qualities – "background" of a successful professional:

- desire to work and earn money;
- health (physical and mental);
- ability to replace a colleague during illness or brief absence.

The second group of qualities – "qualification" that ensures the success and effectiveness of work.

This group of professionally important qualities can be divided into two subclasses.

First, are the main professionally important qualities that characterize the level of professional knowledge and skills: professional competence; entrepreneurship, business acumen; prediction accuracy and reasonable risk; mental and personality characteristics of a specialist.

Secondly, all the qualities that make up the second group of professionally important qualities can be combined by complicated integral feature as "the ability to make good deals." This quality is also the main goal and the final result of the success and effectiveness of the economist-accountant.

The third group of professionally important qualities, characterizing a professional as a representative of the organization, in many ways determine the "face" and the prestige of the firm, conventionally denoted as "reliability" and is represented by the following properties: commitment, timeliness, honesty.

In order to ensure clarity and a better perception of the relationship and interdependence of fifteen major developed professionally important qualities there is a block diagram, which is a shorter version of job analysis for specialty "Economist" (Tab. 1).

*Tab. 1*

**Groups of economist professionally important qualities**

Background	Qualification	Image
Willing to work (earn)	Ability to implement good deals	Reliability Obligingness
Health Ability to replace a colleague	Professional competence Entrepreneurship, business acumen The accuracy of prediction and reasonable risk Fast response Vitality Ability to communicate Self-mastery	Timeliness, honesty, integrity

When considering Table 1 top-down we can see hierarchical subordination of professionally important qualities of the degree of significance, importance and generality, the complexity of a particular quality. In turn, the quality of the "image"

(commitment, timeliness, integrity and honesty) strengthens skills qualifications. And qualification quality “ability to implement good deals” improves, in turn, financial position and strengthens its specialist`s interest in work.

Effectiveness of an economist activity consists of understanding and implementation of the following areas:

1. Qualities of professionals which influence the socio-psychological climate in the team.
2. Properties that determine motivation and psycho-energetical human capabilities.
3. The basic professional knowledge and skills of a specialist.
4. Psychological and personality characteristics.
5. Communication skills.
6. Emotional and volitional qualities.
7. Professional qualities defining "face" and the prestige of the firm.

Table. 1 represents a list of professionally important qualities that are included in these areas. All qualities are ranged by the criterion of importance; they are located in the descending order of their importance [16].

If we speak about professional qualities of an economist, there are five main qualities [5]: communication, open cheerful character; high working capacity and stress resistance; creative thinking; commitment to continuous self-improvement; innate leadership qualities.

The specialist as an economist should:

- able to find common ground with any client to jointly develop a plan of action;
- be ready to program strategies for corporate events: conferences, workshops, trips, training, if necessary to offer run-practice solutions;
- negotiate and monitor the performance of the contract with the contractors involved in the project;
- manage staff involved in the preparation and conduct of the action, and effectively interact with their own team;



- inform the customer about the preparation of the event on time, psychological well-settle any conflicts with the client in the process of cooperation;
- make a preliminary calculation of the project budget and monitor its implementation [1].

N. Uysimbayeva considers professionally important qualities of an economist:

- professional autonomy as the ability to meet the requirements put forward by the specialty, the ability to plan, implement and monitor their activities, initiative;

- consistency and efficiency of thinking as the ability to find quickly the optimal solution of professional tasks;

- creativity, resulting in flexibility and originality of thought, creativity, resourcefulness in professional activities;

- professional mobility, providing the ability to fast rational decision-making, willingness to change professional tasks and situations;

- communicative, focus on communication, expressions of interest for people, reflection, tolerance;

- responsibility as an informed, serious attitude to their actions, self-knowledge and self-improvement, as individuals and professionals;

- individuality, seen as the ability to complete the most personal expression and the presence of individually unique features;

- health, which has its basis in the preservation and development of mental and physiological functions, optimum performance and social activity [16].

In our opinion, the benchmark of future economists training should consider the requirements formulated in the State Classification of occupations [4]. In particular, it says that in their tasks and responsibilities an economist should:

- 1) performs work on the economic activity of the enterprise, aimed at improving the efficiency and profitability of production, quality of products and

development of new products, achieving high end results in optimal use of material, labor and financial resources;

2) prepares input data for drafting economic and financial, industrial and business activity (business plan) of companies to ensure growth in sales and increase profits;

3) performs the calculations of material, labor and cost required for the production and sale of products, development of new products, advanced engineering and technology;

4) provides an economic analysis of business enterprises and their divisions, reveals production reserves, develops measures to safeguard savings, improves profitability, product competitiveness, productivity, reduces costs of production and sales, and the elimination of wasteful expenditure and identifies additional opportunities production;

5) determine the economic efficiency of labor and production, introduction of new technology, innovations and inventions;

6) involved in addressing the developed industrial and economic plans, works with resources saving in the implementation and improvement of internal calculation, improvement of advanced forms of work organization and management, planning and accounting records;

7) prepares materials for contracts, following the terms of contractual obligations;

8) monitors the progress of the targets of enterprise and its divisions, using internal reserves;

9) involved in conducting of market researches and forecasting of the company;

10) performs work related to unregulated settlements and control of the correct implementation of payment transactions;

11) keeps records of economic performance indicators of production of the company and its units, and accounting concluded contracts;

12) prepares periodic reports at specified time;13) performs work on the formation, maintenance and storage of databases of economic information, modifies the background and regulatory information that is used during data processing;

14) involved in the formation of economic putting their individual tasks or steps that are solved using computer technology, determines the possibility of using ready projects algorithms application packages that enable to create economically justified processing system of economic information.

In addition, the economist should know:

- laws and regulations, training materials for planning, recording and analysis of the company;

- organization of planning work; procedure of perspective and annual plans development of economic-financial and industrial activity;

- order of business plans development; planning and accounting records;

- procedure for developing standards of material, labor and financial costs;

- methods of economic analysis and accounting performance of the company and its divisions;

- methods for determining the economic effectiveness of the implementation of new technology, work organization, innovations and inventions; methods and means of computational work;

Abstract Submission Rules for contracts; operational and statistical records; order and timing of reporting; national and foreign experience of rational organization of economic activity of the enterprise in a market economy; economy, production, labor and management; fundamentals of production; market methods of management; possibility of using computer technology to carry out technical and economic calculations and analysis of economic activity, the rules of its operation.

Based on a preliminary analysis of a number of definitions of professional competence, a large number of quality professionals from various industries, government requirements for specialist economics, we believe that there is some

range of specialist skills may be a criterion for formation of professional competence in economics. The degree of manifestation of merit may indicate the level of development of professional competence.

**Conclusions.** Thus, the professional competence of the economist, we consider as an integrated feature that consists of a series of interpenetrating components – content-technological, functional-activity and personal – including the highest level of knowledge, the presence of developed abilities to generalize, strategic thinking and a high level of perception of environmental information; ability to analyze, research, modeling and decision-making trade; ability to update the personal qualities and capabilities to effectively perform their professional duties.

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