

M. Chernyshova
Ukraine, Kyiv

THE THEORETICAL PRINCIPLES AND ITS APPROACHES ON FORMING READINESS OF FUTURE MANAGERS TO RESEARCH

Summary. The article is devoted to conceptual approaches and some accesses of forming the preparation of future managers to research activity that exist in theory on the ground of this issue. The main idea of the article is the necessity of forming the activity and substantiate the relevance to the solution of the revealed a number of contradictions. The aim of the article is to provide the reader with some material on the general scientific approaches, the applying of which will be required during scientific research.

Keywords: higher education, future managers, research, research approaches, educational training, teaching, scientific approaches.

Modernization of higher education through the effective training of future managers and providing continuous growth of their professionalism leads to updating content and forms of learning in higher educational institutions (hereinafter — institutions) taking into consideration national and international requirements of socio-economic development in the context of the Bologna and the Copenhagen processes and also the Lisbon strategy forming the European Higher Education Area and the results of scientific research carried out in this direction [1]. Modern society is characterized by a high degree of instability in socio-economic sphere that requires training professionally competent manager who is capable of *self-growth, the ability to make unconventional decisions* in a different situations of professional activity, *the choice of effective educational management tool to reach set goal*.

Educational management is seen today as one of the innovative ways of management, which was formed on the background of the development of the

economical market, the requirements to increase competitiveness, creation of favorable conditions for activation of professional growth among specialists of productive activity in different areas of individuals and legal entities. Modern development of national pedagogy toward increasing higher education institutions staff professionalism defined by the interaction of different factors, in particular: increased attention to research on problems of expansion of the conceptual field of the development in national pedagogy of high school; study and development of new approaches solving the problem of the growth of professionalism of institutions teachers; improving the quality of educational services, while keeping focus on positive achievements of the traditional methodology of designing the content, forms and methods of teaching future managers, etc. [4].

Training of future managers in the current socio-economic conditions characterized by active innovation processes, related to democratization and humanization of education, the introduction of varied curricula, improving the content of courses, as well as forms and methods of their master. In defined areas of activation of obtaining and expanding the content of professional competence influenced the expansion of professional and socio-cultural environments of the manager's activity, the change of use of reference and the appointment of his professional knowledge and skills, improve self-management requirements for all components of effective professional activity.

The problem of man readiness for effective professional activity was researched in works of A. D. Hanyushkyna, M. I. Dyachenko, N. D. Levitova, B. C. Merlina, V. N. Myasishcheva, B. D. Parygina, K. K. Platonova [2].

Since the beginning of the active implementation of cultural and humanistic conceptions of identity formation of the manager conducted studies on specific aspects of his professional activity: methodological, moral, ethical, communicative, technological, general, subjective development and self-development of manager's personality. The world experience of managers training indicates that the development of their professionalism is considered in the mainstream of classical management theory, some elements of which are developed M.Albertom, T.

Boydalom, M. Vudkokom, P. Drukerom, M. Meskonom, D. Francis, F. Heduory, L. Yakokkoy and others. [4].

The analysis of the practice of the future manager's training shows that the formation of their preparation for professional activity connect, often with the introduction of additional, including integrative special courses not focusing on the level of future managers in research activities as part of their professional activity.

Today it is already accumulated a significant experience in mastering the essential knowledge on formation of preparation of future managers for professional activity. However, the question of their preparation to research activity is poorly researched. The determines the need of solution outlined contradictions that occur in the theory and practice of the formation of preparation of future managers to research activity, particularly between:

- dynamically updating the priorities of the higher education development and insufficient preparation of managers to self-management in professional activity;
- the development of manager's professionalism of modern competence paradigm and insufficient elaboration of scientific and methodological foundations of their preparation to research activity;
- changing nature of higher education institutions activity and non developed modern pedagogical tool of operational increasing professionalism of managers in the development of information technology;
- needs of forming of highly professional managers in educational sector and social order for increasing their professional level considering targeted implementation of modern educational technologies and management activities of higher education institutions;
- insufficient elaborated in a pedagogical science major mechanisms of development of professionalism of future managers by forming their readiness to research and objective needs of society in a highly professional specialists capable of self-development.

Actuality of solution the above-mentioned contradictions, lack of emphasis on their elaboration and the need for development of the ability of self-development of

future managers and improvement of scientific and methodological approaches to improving their results of their professional activity determine the necessity research definite problem.

We think that the basic concept of the research should be based on the principle of the formation of preparation of future managers in the educational sector in research activity as multidimensional educational process on the basis of competence-based approach. Scientific-methodological level of the research is a comprehensive approach to solving the chosen problem and displayed in the theoretical and practical principles of the development of professionalism of future managers by forming their preparation to research activity and coordination of realization of various aspects of their professional activity: scientifically-pedagogical, functionally-procedural, informationally-technological [3].

Research of organizational and pedagogical conditions of the educational training of the future managers for professional activity in particular their readiness to research, shall be based on the general implementation approaches, including:

- *system-based*, that will enable to reveal the integrity and commitment of the formation of preparation of future managers to research activity, identify the interdependence of components of the structure of professional activity;
- *informationally-technological*, that will reflect the preparation of future managers to research activity as part of professional activity;
- *functional*, aimed at identifying functions of professional activity of future managers and on this basis to allow the differentiation of its areas and species, which in turn will influence the formation of their preparation to research activity;
- *competency*, directed on the creation in the process of learning of the organizational and pedagogical conditions for exchanging ideas concerning features and increasing the effectiveness of future professional activity by improving the efficiency and quality of research;
- *multidisciplinary*, aimed at the study expediency of using the proposed tool in determining the content, criteria and levels of future managers to improve their professionalism;

- *personal and developmental*, that should be realized because of the growth of professionalism of future managers by forming their preparation to research activity.

So, in this article we have defined contradictions on theory and practice, research approaches and views on the need for scientific research on the issue of the formation of the research competence of future managers, especially the modern practice of their training and approaches to scientific and methodological support of the studied process.

References:

1. The Bologna Process: Documents / way.: Z. I. Timoshenko, A. M. Grehov, Y. A. Gapon, Y. I. Paleha. — K.: Type of Europ. Univ, 2004. — 169 p.

2. Breddyk W. Management in the organization / W. Breddyk. — M.: INFRA-M, 1997. — 344 p.

3. Goncharenko S. U. Teaching research: methodological advices to young scientists: teach. handbook. / S. U. Goncharenko. — K.: Vinnitsa, 2008. — 278 p.

4. Karamushka L. M. Psychology of the educational management: teach. handbook. / L. M. Karamushka. — K. Lybid, 2004. — 424 p.

5. Peter F. Drucker, Management: Tasks, Responsibilities, Practices (New York: Harper & Row, 1973), — 715 p.