

INNOVATIVE PROCESSES IN THE FORMATION OF PROFESSIONAL COMPETENCE OF ORGANIZERS OF PRODUCTION

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The article deals with the mechanisms of implementation of the competence-based approach in the training of junior specialists in the field of management in the context of innovative development of the higher educational institution. The author analyzes the relationship of professionalism and professional competence of future managers, the essence of peculiarities of students' training in the colleges of Economics.

Keywords: *competence approach in education, professional competence, innovation in higher educational institution, organizers of production, professional activity.*

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Problem statement. European and global integration, chosen by Ukraine has caused necessity of changes which are reflected in the political, social and economic spheres of the life of the country. National Doctrine of the development of our education is a definite focus on innovative education, competitiveness on the labor market, education of youth concerning the personal approach, spiritual, intellectual, psychological competences; the youth who will be able to compete, able to take an active life position, will have the necessary knowledge and competence for lifelong learning. The educational model of the training of specialists in the field of management does not meet the modern requirements of the labour market, requiring specialists with high professionalism, new thinking and advanced management methods who are able to creatively apply their knowledge in industrial situations.

Under such conditions the vocational education requires special approaches to the organization of the educational process and should ensure the integration of personality traits that reflect her/his professional competence in the professional, social and creative fields.

An analysis of recent research and publications. The issues of professional competence were raised in the works of many scientists (S.Sysoyeva, N.Balovsyak, O.Holovko, L.Zelenska, J.Pinchuk, A.Hutorsky). N.Balovsyak, A.Robotova, V.Popov, E.Danylchuk and others examine the efficiency of

formation of professional competence in the future professional activity in the learning process.

The purpose of the article: to reveal the essence of connection between innovative processes and competence-based approach in college and their impact on the formation of the professional competence of junior specialists - future managers.

The main material: Innovation - is one of the main conditions which is put to modern education by the society. They contribute to the efficiency of educational process by creating the organizational mechanism to ensure the efficiency of the College work regarding the implementation of the setting tasks [7, page 254]. The problem of implementation of competence-based approach to the training of junior specialists is a definite necessity for organizational and technological readiness of the educational process to meet the new requirements which are not possible without innovation.

The essence of innovation in education - is a complex of organizational, managerial, technical, financial and legal decisions that are based on practical experience and meet certain techniques directed to the appropriate university activities, the result of which is to achieve a level of quality. In view of this we can say that the objects of innovation are:

- 1) scientific activity, i.e. the creation of new intellectual products;
- 2) the educational and methodical activity - creation and implementation of new methods of educational process;
- 3) the material base of high school, which includes information base, the introduction of modern educational technologies;
- 4) administrative sphere - performance of organizational solutions which improve the content of organization of any sphere of activity of the university. [4]

Competence-based approach in its essence is an innovative educational activity of any educational institution, this innovation focuses curriculum on the acquisition of key competences, creating mechanisms for their implementation in schools and, therefore, its implementation should be considered under the prism of the innovative development of the institution.

All the knowledge and skills that students acquire during their learning in high school of I-II accreditation levels and their skills based on these categories undoubtedly should be formed in certain competences that according to foreign

scholars are indicators that determine the readiness of junior specialist for professional activities, independent living and active social life.

According to Russian scientists components of professional competence is a minimal but sufficient set of its own designers, that will meet the standards of training in a particular specialty and determine the professional competence of the specialist.

These include :

- 1) competence of a spiritual nature - understanding the meaning of life, attitude to the profession;
- 2) psychological competence - that is, the presence of abilities and skills of effective self-government mentality subordinates in certain conditions;
- 3) physical competence - effective management of their physical condition and the condition of the body of subordinates;
- 4) competence of an intellectual nature - scientific knowledge and skills on a particular subject and the need for continuous updating of knowledge;
- 5) competence of a technological nature - work with technical means in relation to carrying out the profession;
- 6) competence of a social nature – execution of its powers for effective use of relationship between subordinates and superiors. [12]

The formation of the components of professional competence of the organizers of production must be carried out in terms of the creation in the educational process of the foundation of the future profession. This background may be created with the help of innovations that will be implemented in the educational process by situational tasks with real practical situations close to life. Creation of training centers in specialties where future professionals can apply their knowledge and fairly close touch with all the specifics of their chosen profession. Certainly, it requires additional financial resources, as well as some efforts not only of the teachers, but also of the whole team.

It is established and operated in Orikhiv agricultural technical school:

1. Academic accounting (Economic Department), where future accountants and kommersants work with primary documents of the enterprises of the district and region, make up registers of synthetic and analytical accounting of the firms, operate in the program 1S-enterprise;

2. Training shop (Economic Department), where future kommersants are engaged in product acceptance, its selling, calculate the revenue and profit of the shop;

3. Training and practice center of organization of production (Department of mechanization and management), where future organizers of production carry out the study and promotion of modern methods of management, pass technological and pre-diploma practice, learn basic ways to improve the financial situation of enterprises, indicate measures for financial recovery researched companies engaged in the development of new technologies for the enterprise planning and financial management, study the best practices of companies.

Evaluation system should also help to achieve the level of training that is required by modern business, but still achieving the necessary life competences are not always the result of learning. Given this, high schools of I-II accreditation levels established module-rating system of the educational process by which the content, the methods and forms of training of junior specialists have changed in quality.

It is important that the introduction of competence-based approach to learning process coincided with the willingness of the teacher to implement new tasks according to the given problems.

The professional level of the teaching staff will increase when teachers participate in scientific conferences, presentations, exhibitions of innovative achievements, which are held at all levels - from local to state.

Computerization of academic and educational activities is a prerequisite and guarantee of the implementation of advanced communicative technologies. The above mentioned training centers and laboratories should be equipped with multimedia devices, special software, modern facilities, free Internet access, but the site is not only of a school, but of the teachers too must contain sufficient information for applicants, students and school community.

Thus, the innovation process is a tool of competence-based approach in the universities and the major element that provides modernization of education, changing the entire educational system that aims to improve the existing education.

Competence-based approach gives a significant impetus for the development of personality of future professionals and their active social life, so searching the categories by which this approach will be implemented should be carried out in the context of the development of the university.

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