

PROFESSIONAL COMPETENCE OF MANAGER AS PSYCHOLOGICAL AND PEDAGOGICAL PROBLEM

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The paper describes the development of competence approach in management science. It set out the basic requirements for the professional activity of managers and explained their responsibilities. The essence of professional competence of managers of agroindustrial complex and described its structure.

Agricultural managers, competence approach, professional activity, professional competence and professional responsibilities.

Formulation of the problem in general. The principles defining competencies as certain factors that affect the performance of professional activities formulated D. Makkeland [7] and published them in 1973 in the journal "American Psychologist" in the article "Testing competence rather than intelligence." The essence of the methodology proposed by D. Makkeland [7], was to compare the most successful employees with less successful factors to determine performance, awareness and psychological characteristics of the behavior that is the cause of success in a particular occupation. Thanks to exit the labor Boyatsisa R. [9] "Competent Manager: A model of effective" approach based on competence was more widely known. This work started research competency models and ideologies "movement competencies," in it Boyarits R. described the logical model of an integrated management competence, which explains interconnection managerial abilities. In addition, the scientist presented a model of individual competence and identified differences competencies needed for the production manager, marketing, personnel, financial managers.

Analysis of recent research and publications. Overseas studies have shown that success is determined by management at least three basic skills. The first of these depends on the practical and technical skills and the possession of special knowledge. The second skill is deep and systemic thinking managers exercise of strategic planning, the formation of relationships in the organization, defining the rules of corporate behavior. The third and most important skill any leader - man-who know. It refers first of all the ability to work with people and among people based on common sense and psychological and pedagogical knowledge to assess others and their motives, implement effective management activities [5].

Formulation purpose article. Considering the foregoing purpose of this article - to describe the professional activities of managers reveal the essence of professional competence of managers agriculture and determine its structure.

The main material . Managers in their professional activities require flexibility and boldness in the implementation of specific management problems because they live and work in an environment situations that are constantly changing. Therefore, managers of insufficient care professional competence arises in the problem solving process that leads to delay administrative decisions and reducing the effectiveness of management influence. Professional in sphere of management must demonstrate high competence in the course of the adoption of timely and appropriate management decisions, and that requires the application of new skills and approaches to the management process. Mastering these skills and approaches is directly in the educational process.

The content of work organization manager is scientifically informed decisions on issues such as sharing and cooperation of employees of a certain department or the economy in general, the choice of optimal systems and methods of work, recruitment and placement of personnel, organization of jobs and create an effective working environment for employees farms, the use of Mechanization of administrative work, determined by their specific solution methods and management style manager, his education and vocational qualification level, improvement of which is one of the most important tasks.

The art of selecting the right wording and purpose, manage the process of implementation, including an assessment of the degree of implementation achieved inherent really skillful manager- leader. Difficult to manage people, if the objectives are not clear and understandable and managers and subordinates. Manage - then encourage others to accomplish a specific goal, not force others to do what he thinks is right. [4]

Currently not lost their relevance to management of the basic requirements, despite the fact that were formulated long ago. The main ones are: professional competence; formation of personal and professional responsibility, based on the economic thinking, human values and morality; willingness to analyze and evaluate problems, problems, situations, readiness for decision making; communicative competence - knowledge of at least one foreign language, literary ownership oral and written language, the ability to draw up the documents required within the field of professional activities, computer literacy, possession of modern means of communication; willingness and commitment to conscious and direct, personal and professional development, training.

In order to carry out managers should have specific knowledge and be able to use them in their daily work with management. Requirements for the professional competence of managers can be divided into two groups [6]. The first group includes mastery implementation of production tasks, knowledge, skills and abilities that are acquired directly in the process of studying management science, its laws, principles, methods and means of information. Manager who works professionally, always uses the achievements of science in the processes, methods, forms of management, which improve the efficiency of managing [2, p. 153-155].

The second group of the requirements for professional competence of managers associated with the ability to work with people and manage them. In carrying out its functions, managers interact with a wide range of people - colleagues, subordinates, supervisors, senior administrators, shareholders, suppliers. To work with different character and temperament of the people, the

manager should have many specific personal qualities that reinforce the trust and respect of those with whom they come in contact. First and foremost, as follows:

- a high sense of duty and commitment;
- honesty in relations with people and trust in partners;
- respect and care about people, regardless of their place in the hierarchy of the company;
- the ability to quickly recover their physical strength and showers and critically evaluate their activities.

These and many other qualities and requirements for specialists in sphere of management determine style of manager, the production process and, therefore, are important factors of efficiency and productivity of the entire company [3, c. 144 - 145].

Our analysis provides grounds for understanding the essence of professional competence of specialists in management as a quality integrative characteristics of the individual professional, defining its willingness and ability to use professional functions in the field of economic activity, better decisions with the use of professional knowledge and previous experience to achieve the desired result through an innovative technology of economic development and taking into account the features of national society and personal responsibility for decisions. That is why "the professional competence of the manager agricultural complex" we define as quality, professional integrative characteristic that unites knowledge of business ethics and economic characteristics of agriculture, managerial, organizational, political and socio-psychological knowledge and skills, and as creative thinking and creativity, willingness to take risks and take responsibility, the ability to predict the performance of the agricultural company, to plan the possible gains and losses depending on the peculiarities of agricultural production, critically assess the impact of their own activities.

Formation of professional competence is a learning process that provides the type of cognitive transformation into a professional. Implementation of this process requires a new professional education content and new organization of the

professional process. Formed as a result of learning, professional competence consists of three components: motivational-value, cognitive, procedural and personal-reflective (Fig. 1.)

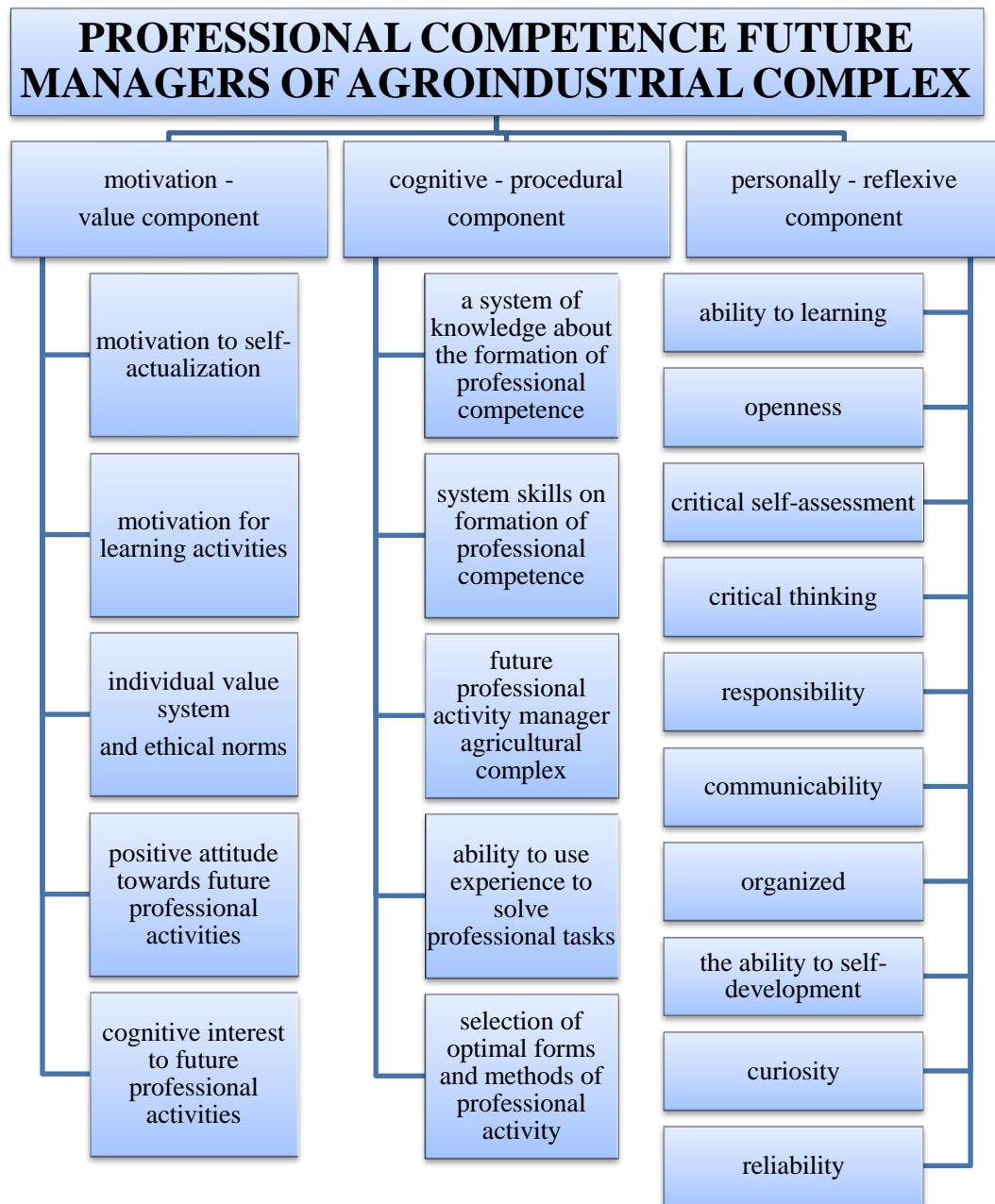


Fig. 1. Block diagram of the professional competence of the future managers agricultural complex

Motivational - value components considered by us in the aggregate and quality needs to improve memory, thinking, creative abilities; possession involves scientific methods and forms of knowledge; ability to understand their needs and

interests to operate in the agricultural sector and to satisfy them; the ability to realize the need to set new challenges for their own self-improvement through active cognitive activity. Indicators of formation of motivational-value component is an awareness of the social significance of his own profession; identify initiatives in diagnosing their own learning needs and formulating learning goals; understand the need for continuous personal growth.

Motivational-value component provides the willingness and ability of the individual; encourages the discovery of their own possibilities and potential. Motivating staff helps create conditions for the effective regulation of interpersonal relationships between members of the personnel, supports the development of creative potential of employees to promote innovative ideas, makes it possible to prevent stress, use socially acceptable ways to overcome it.

Cognitive-procedural component is one of the factors that determine the quality of management, it includes knowledge, skills and ability of the manager to the implementation of management. Cognitive-procedural component manifested in the willingness and ability on the basis of special knowledge and skills, focusing on clear goals and using active methods, independently and objectively solve professional tasks, problems and achieve results. This willingness and ability to coordinate the purpose of the action plan for solving problems and issues.

Personality-reflective component reflects the willingness and ability, together with other people to understand and evaluate information about business relationships and connections, draw conclusions on these issues. This includes the readiness and ability to develop their own strategies and technology training in one or more professions and use this ability throughout life. This component involves the willingness and ability to understand and create situations of communication to formulate, analyze and present their views and beliefs, fluent communication genre, use the terms in the business context, to know the form of business communication. The structure of this component are personal qualities of future managers, whose development is essential in the learning process on the basis of

socio-economic development of modern society. Personal qualities of future managers can be divided into three groups:

1. Quality of government - the ability of critical self-esteem, commitment, independence, responsibility, reliability, curiosity, ability for criticism, communication.

2. Quality of the impact on others - respect for others, and the willingness and ability to live in society and build relationships with people, finding rational ways to relieve tension in relations between the parties interaction. Mastering this group qualities contributes to success, as the manager is able to create a favorable social and psychological climate in the team and able to convince subordinates that their personal success depends on how much progress the goals that facing the organization.

3. Ability to teach colleagues and subordinates - openness, organization. These skills are essential for managers, because in a sense, every manager is a part-time teacher whose responsibilities include creating favorable conditions for personal growth of staff and consider the possibilities of each individual employee. Public expression of their own opinion, as well as paying attention to the opinions and advice of colleagues and subordinates significantly increases the value leader as a person, as a professional worker and as a friend.

Conclusions. Content competencies in the structure of professional competence of future managers we identified in accordance with the provisions and requirements of the competency approach to graduates of economic specialties, as well as the characteristics and specific professional activity of future managers. Built Structure Competence Manager includes basic professional competence, which should have a graduate field of study "Management", but it is not the complete and remains open.

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