

УДК 378 + 37. 026

**KONDRASHOV Nikolay Nikolayevych**,  
Candidate of Pedagogical Sciences,  
Teacher of department socially-humanitarian  
disciplines, Dnepropetrovsk State  
University of Internal Affairs, Ukraine

## COMPETENCE APPROACH TO MANAGING STUDENTS' TRAINING FOR SUCCESSFUL CAREER

*Анотація.* Розкрито можливості управління підготовкою студентів до успішної професійної діяльності, яка побудована на компетентнісному підході. Конкретизовано мету, завдання, набір умінь і компетенцій, що забезпечують професійних успіх особистості, а також стратегічні напрями реалізації цього підходу в навчальному процесі. Виявлено умови, які забезпечують результативність управління підготовкою студентів до успішної професійної діяльності.

*Ключові слова:* управління; компетентнісний підхід; компетенції; професійний успіх; підготовка; професійна діяльність; навчальний процес; умови.

**Introduction.** The increasing complexity of the tasks of the higher pedagogical education updates the search for new strategies and approaches to their implementation. Among them, an important role is played by addressing student learning success in the practice and management of the university training of future specialists for a successful career.

Ukraine's accession to the European educational space reveals the contradictions in the system of university education in order to prepare between the creative professional and the means of achieving this goal, by the objectives of professional and personal development and decision processes for its preparation, between the mass character of the training and individual and creative nature of production activities. Removing these contradictions defined strategy to further improve the quality of training in the system of university education.

**Analysis of recent research and publications.** The problem of training of creative and successful in the professional activity of a specialist at all times been the focus of scientists and educators and practitioners. The problem management process of preparation of future specialists for a successful, productive activities attracted the attention of G. Elnikova, N. Ischenko, L. Kalinina, E. Kasyanova, etc.; the theoretical basis of training of future specialists in educational institutions of different types have received a solid grounding in the works of A. Aleksyuk, Y. Babanskii, V. Bondar', M. Danilov, B. Esipov, I. Lerner, M. Skatkin; aspects of training students in the high school investigated A. Andreev, S. Archangelskiy, A. Verbitsky, L. Kondrashova, N. Kuzmina, R. Khmeliuk etc.; technological training side revealed in the works of Vergasova, A. Esaulova, M. Klarin, Yu. Kulyutkin, L. Spirin, O. Abdullina, G. Ball, A. Kuz'minskii, O. Savchenko, V. Shiyanov and others.

**Isolation of unsolved aspects of the problem.** The National Doctrine of Education of Ukraine and the Law «Higher education» indicates that the current education system does not quite meet the changing needs of society and innovation in all its spheres. Today, the need is obvious qualitative modernization of the entire education system. Unfortunately, the qualitative aspect of the training of future professionals, the formation of their readiness for a successful career in a university education is still one of the most pressing problems and requires an urgent solution.

**The purpose of this article** is to identify and theoretical justification success training strategy, the formation of the professional image of a successful business man and professional success can not be achieved only by means of knowledge and professional skills.

Today, the role of the personal potential of the teacher, his readiness to successful learning of students, which resulted in a successful person.

**Statement of the base material.** The changed situation in society and the educational reality has led to new demands on the quality of training of future specialists in higher education. In this regard, all the more urgent problem of preparing students for the creative professional activity and the formation of their readiness for successful activity in the manufacturing sector. The attention of scientists is increasingly attracting managerial aspect of the problem as a new optimization strategy of teacher training [1; 2].

New goals and objectives of professional work and define a new strategy for the preparation of the future experts in independent professional activity. The essence of this strategy is not to acquire knowledge for the sake of knowledge, and in awareness of the role of success in life and work of each person in the development of a successful personality capable to achieve through their own efforts of professional success, to stimulate their own strength and capabilities to successful learning in the college years, securing their installation of success and the need for constant self-improvement self-creativity.

Professional success cannot be achieved only by means of knowledge and professional skills. Today, the role of the student's personal potential, its readiness for successful learning in higher education, which resulted in a successful business and personality.

Selection of the new strategy is associated with the strengthening of the administrative aspects in the training of future specialists for a successful career. The problem of high school teachers today is to not only take care of the formation of professional competence of future professionals, but also the possibility to use the competency approach in the management of the preparation of students for successful learning, and in consequence to a successful and professional work.

The implementation of competence-based approach in the preparation of students as a successful management training strategy should be aimed at the formation of the image of the business and professional success, the development of core competencies that are the basis of their professional success identity. Administrative aspect of training should fall on reevaluation of professional values, overcoming stereotypes that prevent future professionals a new way to look at the problems of their own professional development as an active subject of the educational activity.

The focus of management actions to implement the competency approach to training students in the university education system should be determined by such dominant:

- personal-professional orientation of the educational process;
- reorientation position of each student to self-actualization and self-empowerment efforts in training activities;
- active character education - convert learned knowledge in practical action tool, a tool for solving professional problems;
- self-actualization, self-development, self-assertion in training activities, development of the ability to act independently, make decisions, be responsible for their consequences.

Didactic communication, collaboration and co-creation in «teacher – student» system in order to successfully achieve the planned results in the training activities and the implementation of individual strategies to develop their professional image; variability to achieve projected goals;

Personality orientation on the individual, the development of individual style of activity and an active position; the implementation of individual programs of self-development.

The success of the student in the learning process depends on the level of formation of skills: is a critical thinking; generation new ideas, act outside the box; work in a team; be able to out of the conflict; works with different sources of information, use it in professional development and self-improvement; be responsible for their actions and deeds.

The effectiveness of the control preparation of students for a successful career depends on how the teacher is able to plan, organize, to choose the best ways to achieve the projected goals and objectives, monitor and evaluate outcomes, in other words, the department of culture of educational activity of students.

Culture management training of students the teacher encourages the efforts to achieve the planned objectives. The goal a landmark of administrative actions of the teacher in the setting of specific targets:

- create prepare students for successful management model important features of the professionalism of the future expert;
- develop program of specific actions to optimize the personal and professional potential of students in the educational activity;
- structure content subject knowledge in order to create success as the important features of a professional card;
- select technologies aimed at professional development of students in the learning process;
- development of psycho-pedagogical support of the program, methodical and didactic provide professional formation of students in the learning process;
- create the organizational and pedagogical conditions that ensure the effectiveness of management training of students for successful professional activity;
- development system of motivation and stimulation of professional growth of each student in the learning process.

Management students prepare for a successful professional activity should be focused on the development strategies of educational activity. The strategy of educational activity – are the main directions of optimization of preparation of students for a successful career. The main areas include strategy: capture technology simulation of different activities to achieve success in learning situations professional orientation; humanization relations «teacher – student» system; cognitive stirring up the position of students in the learning process; transform of learned knowledge in the professional values and personal meanings; purposeful work on the development of the creative potential of the person of students; create a system of timely psychological support and educational assistance to each student in a university education.

Strategic directions of influence and the nature of the educational process. In the design and implementation of the strategic directions of the activity of students is important to go on their interests, desires, needs, attitudes, implementation in practice of student-oriented learning and the practice of sending. Management organization preparing students for a successful career necessitates an environment in which students act freely, unconventionally solve the problem, scientists, assert their own point of view, make decisions and are responsible for their consequences. In each session, their efforts focus not only on the assimilation of subject knowledge and skills, but also on the formation of quality, without the presence of which is impossible to achieve professional success.

Strategic directions to optimize the preparation of students for successful management of professional activities stimulate the implementation of individual educational programs and professional development of their personalities on the basis of professional and valuable position. It stimulates their professional self-development and self-improvement as future professionals.

**Conclusion.** The effectiveness of the control preparation of students for successful professional activity of his organization determined on the basis of competence approach. The main conditions for the successful achievement of professional competence of students as a pledge of their success in professional activity are: increasing the efficiency of each class as a dialogue of the teacher and students; use a variety of technologies that ensure the success of the students acquire experience and develop professional competencies; create a situation of

success in educational process; teacher orientation on the personal achievements of students; providing each student the freedom to choose, feedback and comfort in the learning process; psychological and pedagogical support activities of students in the learning process.

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**Abstract.** *Kondrashov M. M. Competence approach to the management of students' training for a successful career.*

**Introduction** *The article describes the training of management capabilities of students for a successful career built on the basis of competence-based approach; Specify the goal, objectives, a set of skills and competencies to ensure the success of a professional identity, strategic directions for its implementation in the educational process; identifies conditions that ensure the effectiveness of training students for professional management activities.*

**The purpose of this article** *is to identify and theoretical justification success training strategy, the formation of the professional image of a successful business man and professional success can not be achieved only by means of knowledge and professional skills. Nowadays, the role of the personal potential of the teacher, his/her readiness to successful learning of students, which resulted in a successful person.*

**Results.** *Substantiates conditionality focus management actions for the implementation of the competency approach to the preparation of students in the system of university education such dominant: personal-professional orientation of the educational process; reorientation of the position of each student to self-actualization and self-empowerment efforts in training activities; activity character education – convert learned knowledge in practical action tool, a tool for solving professional problems; self-realization, self-development, self-assertion in the educational activity, the development of the ability to act independently, make decisions, be responsible for their consequences; didactic interaction, collaboration and co-creation in «teacher – student» system in order to successfully achieve the planned results in the training activities and the implementation of individual strategies for the development of their professional image; variability in achieving the projected goals; focus on the individuality of the person, the development of individual style of activity and an active position; the implementation of individual programs of self-development.*

*The article reveals the strategy of educational activity as the main directions of optimization of preparation of students for successful professional activity: the mastery of modeling techniques of different activities to achieve success in learning situations professional orientation; humanization of relations «teacher – student» system; activation of cognitive position of students in the learning*

*process; transformation of knowledge learned in the professional values and personal meanings; Purposeful work on the development of the creative potential of the person of students; creation of a system of timely psychological support and educational assistance to each student in a university education. Strategic directions of influence and the nature of the educational process are represented.*

**Conclusion.** *The effectiveness of the control preparation of students for successful professional activity of his organization determined on the basis of competence approach. The main conditions for the successful achievement of professional competence of students as a pledge of their success in professional activity are: increasing the efficiency of each class as a dialogue of the teacher and students; use a variety of technologies that ensure the success of the students acquire experience and develop professional competencies; create a situation of success in educational process; teacher-orientation on the personal achievements of students; providing each student the freedom to choose, feedback and comfort in the learning process; psychological and pedagogical support activities of students in the learning process.*

**Key words:** *management; competence approach; competence; professional success; preparation; professional activity; educational process; terms.*

*Одержано редакцією 26.09.2016  
Прийнято до публікації 04.10.2016*

УДК 577. 35:37.013.78

**КРИВОНОС Ольга Борисівна,**  
кандидат педагогічних наук,  
доцент кафедри педагогіки,  
Сумський державний педагогічний  
університет імені А. С. Макаренка, Україна

### **УМОВИ ФОРМУВАННЯ ПРОФЕСІЙНИХ КОМПЕТЕНТНОСТЕЙ МАЙБУТНІХ ПЕДАГОГІВ**

**Анотація.** *Проаналізовано і систематизовано педагогічні умови формування професійних компетентностей майбутнього педагога, зокрема: розвиток мотивації студентів до майбутньої педагогічної діяльності, позитивного ставлення майбутніх учителів до знань, у яких в ідеальній формі представлена їхня майбутня професійна діяльність; реалізацію діяльнісного підходу в організації всіх форм навчання студентів; організацію процесу формування професійних умінь майбутніх педагогів на творчому рівні. Розглянуто теоретичні основи понять «компетентність», «компетентність учителя», «професійно-творчі вміння» як компонент професійної компетентності вчителя.*

**Ключові слова:** *компетентність; компетентність учителя; професійно-творчі вміння; педагогічні умови; мотивація педагогічної діяльності; діяльнісний підхід у навчанні; майбутні педагоги.*

**Постановка проблеми.** *Останнім часом проблема професійної компетентності педагогічних працівників перебуває в центрі уваги дослідників. Цей факт є визнанням того, що професійна компетентність відіграє провідну роль у педагогічній діяльності.*

*Компетентнісна модель освіти на перше місце висуває не процес, а результат навчання, що виражений у компетентностях особистості як такий, що піддається оцінюванню за концепцією вимірюваної якості. У зв'язку з цим фокус у реформуванні системи освіти повинен зміститися з процесу на результати та умови досягнення їх запланованої якості.*