

## FORMATION OF THE BASIS OF MANAGEMENT AND PEDAGOGICAL TRAINING OF STUDENTS IN THE SYSTEM OF HIGHER EDUCATION

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### ANNOTATION

The relevance of the formation of a professional culture of a human resources manager in the framework of his training in educational institutions of higher professional education is substantiated.

A didactic model of the formation of a professional culture of a manager in the system of higher professional education is presented, which ensures the formation of students' personal qualities that are significant for their future professional activity, as well as knowledge, skills, and abilities that ensure the fulfillment of functional duties in the field of human resource management.

**Keywords:** professional culture of a specialist, human resource management, system of higher professional education, pedagogical model, organizational and pedagogical conditions.

The professional culture of a human resource manager is part of the general culture of the individual, which characterizes his everyday manifestations in the professional and managerial field of activity. It reflects the unity of the theoretical training of a specialist and his practical ability to successfully fulfill the tasks of professional activity: to identify, accurately formulate, holistically and deeply analyze the problems of the organization's development; develop organizational development programs; ensure their implementation using modern methods of employee management using knowledge of socio-economic, socio-cultural and socio-psychological factors of people's behavior in the organization.

The formation and development of a professional culture of a human resource manager is a necessary condition for his professional training and is dictated by the need of the modern market for a competitive specialist striving for self-improvement, self-development, possession of knowledge and skills necessary for management at the levels of self-government, management, co-management [4, c. 23].

The Institute, being a provider of higher professional education for managers, provides training of competent specialists in the field of management, the formation of the foundations of a professional culture of human resource management in accordance with the requirements of the modern market to the level of specialist training, to the level of professional culture of a graduate based on a systematic approach to theoretical and practical training of specialists, the use of non-traditional forms and methods of organizing the learning process. These requirements are determined by the socio-economic reality, regional characteristics, the specifics of the enterprises of the region, the place and role of the manager in the production system.

It is during the period of study at the university that the formation of the foundations of the manager's professional culture is carried out, it is the university stage that creates the

foundation for further systematic work of a specialist in its self-development in professional activities.

This article discusses the problem of organizing professional training aimed at the most effective solution to the problems of forming a professional culture of human resource management of a future specialist in educational institutions of higher professional education that implement an educational program in the direction of training 080200 "Management".

To implement a holistic pedagogical process that integrates various components of the process of forming a professional culture of a human resource manager in the process of professional training, the content, forms and methods of organizing the learning process at the institute of management and business should be carried out in accordance with the developed theoretical model.

The developed model of the formation of a professional culture of a human resource manager, implemented in the process of professional training of students, allows in a formalized form to present an integral system of work on managing the process of forming a professional culture in a university and is a set of interrelated and interdependent modules combined to achieve educational goals and objectives .

The functional-target module of the model takes into account the social order for a graduate with a high level of professional culture; motivation for professional activity; actualization of personal meaning in mastering the basics of professional culture; innovative orientation of the educational process, which implies the formation of a professional culture of students during the entire period of study by specially selected forms and methods of education.

The implementation of the content module of the model of formation of the professional culture of managers includes the following blocks: the development by students of the necessary value orientations in the profession, the moral education of managers, the development of the basics of managerial communication, the organization of the production process, models and principles of management, followed by direct application in the course of various types of practice, in course and diploma design.

The organizational and technological module includes an integrative project technology that provides the formation of the foundations of the professional culture of managers. Integrative project technology is based on the use of interactive forms and teaching methods. Forms used: situational analysis, individual analysis, collective situation analysis, a combination of individual situation analysis with various types of interactions (teacher - student; student - student; teacher - student group); didactic games; operational games that help practice the implementation of specific specific operations (for example, methods for writing a business plan, conducting management consultations, etc.) and simulating the corresponding workflow; simulation games that allow you to simulate the activities of any organization, enterprise or its division, events, specific activities of people (for example, a business meeting, discussion of a strategic plan, analysis of the internal and external environment, etc.), the environment and conditions in which the an event or an activity is carried out (office of the director of the company, meeting room, etc.), etc. The most effective use of the following methods: business game; brainstorm; analysis of specific situations; innovative game; discussion; various organizational forms of education (excursions, tournaments, olympiads, competitions, practices). These methods can be attributed not only to the methods of vocational training, but

also to the specific methods of forming the professional culture of students. Arranged in a certain methodological sequence, in a logical chain (from lesson to lesson), these methods are an indicator of the didactic level of teaching, the quality of student learning.

The control and evaluation module includes monitoring the professional and personal growth of the student and the dynamics of the formation of the level of professional culture of human resource management in the process of training at the university. Monitoring is an important structural component of the educational process, and in accordance with the principles of systematicity, consistency and strength of training, it should be carried out throughout the entire pedagogical process.

The motivational-professional stage of the implementation of the model for the formation of the professional culture of a manager in human resource management involves the analysis of the level of formation of the components of the professional culture of students, their learning opportunities, personal characteristics; determination of the possibilities of basic professional academic disciplines and special courses in terms of the formation of a professional culture; planning actions to organize the process of forming a professional culture of future managers; designing the content and forms of teaching basic professional academic disciplines and special courses; selection of resources.

The operational-technological stage includes the direct implementation by university teachers of actions to form the professional culture of future managers.

The practice-oriented stage is aimed at assessing the dynamics of the development of the professional culture of students - future managers and adjusting the actions to organize this process at the university.

The stages of the model implementation correspond to the academic years of study, which makes it easier to diagnose the levels of formation of the basics of professional culture among future specialists.

Such a gradation of modules and stages of implementation of the model for the formation of a professional culture of a human resource manager in the course of his professional training is based on pedagogical principles: the principle of regionalization; unity and continuity of the content of professional training cycles; use of evidence-based methods in the formation of professional culture; centralization of leadership with the provision of broad initiative to students in the implementation of educational and professional activities; awareness and motivation in solving educational problems; coordination of actions of all subjects participating in the formation of the professional culture of managers; personally and professionally oriented organization of activities; adaptability of future managers to the implementation of managerial functions in working with the personnel potential of the organization.

The model of the process of forming the professional culture of managers in the process of professional training is based on the definition of structural and logical interdisciplinary connections of academic disciplines in terms of studying the content of the professional activity of a manager, integrating socio-cultural, economic, legal and special training of students for work in the managerial field. The effectiveness of the process of forming a professional culture of a manager is ensured both by interdisciplinary connections and the practical orientation of special disciplines to the formation of individual components of a professional culture that contributes to the integration of knowledge of objective laws, patterns, principles of

organization, functioning and improvement of human resource management systems, which allows developing the ability to make effective management decisions. in the professional activities of managers. As a result of working out the key topics of the taught special disciplines, during which the student analyzes problems and searches for their solutions in the field of the manager's professional activity, predicts the results and possible consequences of his own decisions when performing professional tasks, the formation of basic professional competencies and "cross-cutting skills" for all components that make up the manager's professional culture. The positive results of experimental work on the formation of a professional culture of managers in the process of their training at the university were an increase in the consistency and degree of completeness of theoretical knowledge in the field of management, the formation of the needs for analyzing one's own professional activity based on the accepted values of professional culture, as well as the completeness of mastering the skills and abilities in professional field, the ability of their practical application in management activities, the development of general and professional abilities of the future manager, the development of professionally important qualities.

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