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THE PROBLEMS OF EDUCATION AND PROFESSIONAL DEVELOPMENT IN UKRAINE

Educational institutions form an intellectual, moral and social level of the population development, form the foundation of the future relationship and cooperation level. Prerequisites to educational and professional development of employees in Ukraine can be defined by the level of global competitiveness which is defined annually at the World economic forum. Actually Ukraine lost 3 steps in 2016 and took already the 79th place from 140 countries after deterioration of positions in 2015 (the 76th place). In general, Ukraine keeps the competitive advantages. It is reached due to the big size of domestic market (the 45th place) and the thorough education system which provides easy access to all education levels. So, in 2016 Ukraine occupies the 34th place by the higher education and training and the 33rd place by the primary education (in 2015 – 40 and 31 places respectively). Good results in education would have to provide also innovative development of the country. However, the situation on innovation level in 2016 improved to 52nd place (82nd place in 2015) [1, 2]. Though Ukraine has quite good indicators on pay and productivity of employees (the 17th place among 140 countries), deformation of the population social capital leads to the destructive consequences in the sphere of educational and professional development of employees: negative attitude towards education and professional growth importance, own intellectual development. Only 11,9 % of Ukrainian citizens consider a good education as the key to success in the country [3, p. 322]. Unfortunately, there is no direct dependence between education level and material well-being of the population in Ukraine. The numerous researches of labor mentality of the Ukrainian society confirm deformation of labor consciousness, notes «many employees have the equalizing labor psychology, disinterested attitude towards education, social envy is formed and the century tradition of an attitude to work as to the value collapses» [4, p. 89].

It is necessary to improve the social institutes of interaction between various segments of the population, to adjust public dialogue, to find the general standards of behavior and valuable orientations of the population, to predetermine cultural, educational and professional development of the personality. It is possible to achieve success in the labor sphere, display of creative potential, activation of innovative activity and labor creativity on the basis of the confidence and cooperation principles as the main qualitative social capital characteristics. Usually all these elements are the source of employee's productivity increase, they further the improvement of enterprise competitiveness on the national and international markets, form an innovative orientation of state development in general.

Livening up the employee's educational and professional development is the complex challenge society faces today. The degradation of the nation, depreciation of education, cultivation of «thirst for easy money» without applying efforts, work and knowledge leads to the systemic educational and professional crisis in Ukraine. The solution of a number of problems in this sphere, as well as in any other, demands an integrated approach.

For improvement of the current situation there have to be carried out two parallel processes:

1) highly skilled, educated, professional employees have to become highly required for the employer – they should develop such products or to provide services without which the enterprise can't function qualitatively;

2) enterprises have to use and stimulate the potential of employee (labor union, collective) effectively for carrying out the economic production activity of the enterprise.

Employees involvement into the discussions of problems, participation in meetings and councils at higher level, explaining of more wide range of organization's problems and stimulation of participation feeling promotes improvement of the employee's work and this is one of ways of its active training. The identification of production problems with the own one's increases productivity, creativity, encourages a desire to advance professionally for understanding more complex production problems.

The active cooperation, established collaboration among all production levels and mutual aid promote fast employee's development. The process of interaction has to happen through the all chain of management – leaders should encourage to training, stimulate the increase of a skill level of work, mastering of adjacent professions, development of the personality and has to be supplemented with a cooperation with colleagues, support and assistance to professional development. The basis of cultural, decent, responsible behavior with the high level of professionalism have to be inculcated in a family, school, study groups and sections, educational institutions of all levels and be obligatory supported by the public organizations, labor unions, businessmen, public institutions and the directional state policy concerning formation of positive educational and professional qualities in mass population consciousness, in general.

References:

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