

## QUALITATIVE AND STRUCTURAL ANALYSIS OF THE MANAGERIAL COMPETENCY OF FUTURE PHYSICAL EDUCATION AND SPORT SPECIALISTS

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**Annotation.** *Purpose:* identifying theoretical and practical communication management competence in vocational training of future specialists of physical education and sport. *Material:* analysis of 220 literary sources of psycho-pedagogical nature, sports theory, control theory, methods of physical education, which cover the administrative aspect of modern specialist training. *Results:* the need to form a managerial competency in the process of future specialists in education and sport preparation with regard to its qualitative and structural characteristics was established in the research. *Conclusions:* there is an evidence that the meaningful impact on the development of managerial competency takes place successfully under conditions of personal socialization in the communicative environment; orientation towards systematic assimilation of knowledge about the phenomenon of management, focus on the effective implementation of activities; development of professional and individual characteristics, which together meet the objectives and content of the pedagogical preparation of students.

**Keywords:** *competency, management, professional competency, professional preparation.*

### Introduction

The transition to a market economy, integration into the international educational environment, democratization and humanization of a social life in the country acquired more actuality. Identified socio-economic conversions led to the new challenges related to the improvement of higher education, physical education and sports. Solving these issues will be realized under the conditions of population value orientations formation directed towards health promotion, healthy lifestyle, improving physical education of youth, which generates a deep concern today and become a significant challenge for the society at the present stage of its development.

According to author's opinion the professional activities of physical training and sport specialists is a system process where its specific management features, performance, management attitude between its parties also must be taken into consideration, as well as other features associated with rapid developing types of market entities.

Therefore, the system of professional students training has to become more flexible, dynamic and capable of responding to the demands of modern life and existing practice.

In the course of research of 26 working professionals and 188 students of physical education and sport faculties it was determined that future physical education and sport specialists are lack of one of the professional feature management competency, which is extremely essential for the effective interaction between all parties of physical culture and sports in the direction of health promotion among population, physical development, youth sports improvement.

The article is a part of scientific research problem of Donetsk State Institute of Health, Physical Education and Sport, National University Physical Training and Sport of Ukraine «Formation of the professional self-determination system of children and youth in physical education and sport».

### Purpose, tasks of the work, material and methods

*Purpose* – to carry out a qualitative and structural analysis of managerial competency.

It was the *objective* of the research to determine its theoretical relationship with the definitions of *competency, professional competency, management* and their practical link to the professional training of specialists in physical education and sports.

*Methods of the research.* The complex of general scientific methods directed to the comparative and logical analysis of psychological, educational, methodical and professional literature clarifying the current state of the managerial competency formation problem in the theory and practice of physical education and sport, conceptual and terminological apparatus singling out with the definition of the managerial competency main components in the process of the specialists in physical education and sport professional preparation have been used for the goal achievement and research objective solving.

Psycho-pedagogical surveillance, interviews with working professionals and students, surveys, content analysis and publications devoted to the managerial preparation of the specialists of physical education and sport industry have been occurred as the additional research.

### Results of the research

The theoretical analysis allowed us to determine that the managerial competency for the pedagogical science is a relatively new concept. This definition has not yet received enough wider use and has been interpreted ambiguously. However, the use of the term "managerial competency" in the theory and practice of physical education and sports is absolutely justified.

During our research we found that in the field of physical education, the term "competence" is treated as a universal prerequisite of a professional identity formation in the real socio-economic situation in accordance with the conditions consisting in society [1]; there is a frame of reference, where the professional competency has been realized as a reflection of a professional communication, including capabilities, knowledge, skills and their application [15].

In pedagogical science terms "competence" and "competency" define new realities and issues related to the preparation of young people for the active participation in public life. Competency - is the quality of the individual, which provides the obtaining of the settled competence. Professional competency has been considered as an individual characteristic of the degree of compliance with the requirements of the profession; individual psychological experience that includes education, knowledge, skills, professionally important features, psychological readiness [11, 2, 14].

We found that the function construction of the concept competency as the presence of a certain set of knowledge practically replaces the outdated concept "erudition", therefore we consider competency in a wider perspective: combination of knowledge, skills and experience of its application, where the motivation provides favorable conditions for the competency rising.

Despite the lack of a unified view among the authors of modern concepts regarding the definition of competency, we managed to see following in common among them: the majority of researchers agree that competency is the ability of the individual to effective or occupational activities [4].

The term "a competency of a manager" invokes an interest, which is presented in the psychological and educational literature and has been defined as: special education, broad general erudition, scientific and professional preparation developing, obtaining of business and personal characteristics [12].

The concept of "governance" in the scientific and educational literature is one of the deepest and generalized. If we consider the training of athletes, the management has to be observed as knowledge of the history and prospects of the sport development, forecasting of competition activities and sporting achievements, planning the study and training process, competition participation, etc. This list of administrative procedures is far from complete, but it reflects the comprehensive training of students in the formation of managerial competency.

The student or athlete are constantly in a definite physical condition that is always needs for improvement, therefore the physical condition of the human has to be managed, changing it towards necessary direction. By using a particular system of physical education or training process, a teacher or a coach controls the state of human, trying to reach the right conditions to increase the level of physical fitness and ability of pupils, enhancing their health, increasing athletic performance. Thus, managerial competency of a future specialist has been determined in its ability to carry out effective impact on human systems, bringing them to a more advanced level.

Analysis of scientific and educational literature confirmed the feasibility and promise of using managerial approach to the analysis of educational activities; management influence on the activation of a human, creating optimal conditions for the development of creative potential, efficiency increase and optimization of the education process [5; 16; 17].

Attractive for our study is a scientific position that defends the need for the formation of basic knowledge and skills in managing people, management methods and techniques of the future physical education and sport professionals. The basis of this concept is a statement that not everyone needs a full body of knowledge of theory and art of management [13].

We are also of the opinion of teachers who give a central place to the requirements of market economy in the concept of professional preparation of physical education and sport specialists, based on modern management principles [10; 3].

Our conceptual idea is that the managerial competency of a physical education and sport specialist will be considered by us as a system of motives, knowledge, skills, personal qualities, which characterizing the ability of the specialist to have an effective impact on the object of management in the areas of organizational, educational, physical and recreation, sporting activities.

During structural analysis, we found that a core component in the mechanism of managerial competency formation of future specialists in physical education and sport comes a personal component, its substructures - personally and professionally required qualities. They describe the outlook, social behavior, social and managerial orientation of the individual in the profession, the basic trend of self-development. Among the personal qualities required for the managerial functions fulfillment we have identified: dominance (the ability to influence others, self-confidence, the ability to persuade employees and students), business orientation, commitment to personal responsibility. The structure of the required vocational skills of future specialist includes: general erudition, broad cultural outlook and devotion for professional work, the need for self-fulfillment, independence, activity and flexibility of thinking, organization, initiative and enterprise [7].

We ascertained that a person who is engaged in management activities should be able to: set the goals and objectives of the dialogue, master all forms of business communication (conversation, debate, polemic, discussion, business talk, "round table", etc.); posses justification and reasoning skills, gently persuade, criticize and refute, to achieve agreements, compromises, correct and evaluate behavior of the opponent, obtain the linguistic and business etiquette, to be able to use it [8]. All this points to the basic nature of the communicative skills of the individual and his ability to speak up, to take a different perspective, to inspire confidence during intercourse, to fight against stress and confusion, to distinguish the professional field of personal, to express creatively experiences and ideas. Exactly these particularities inherent both managers and professionals in physical education and sport, whereas both are the bearers of

culture, introduce modern technology, convey people an idea of the values and beliefs in a particular field of activity, indicating a need for the development of a communicative component in the structure of managerial competency

The structure of the expert knowledge of future physical education and sport specialists requires knowledge of related sciences and industries, possession of information, which is closer to the general and special erudition. The basic form of learning and assimilation of knowledge has been realized in practical problems solving, which become necessary during the acquisition of professional skills, has been acquired in the personal context, individual and creative level.

We consider a system of knowledge and skills taking into account specificity of a managerial function of a teacher, a coach, or a sports organizer, related to the following functions of pedagogical management as: planning, organization, motivation, coordination, control and decision making. At the heart of mastering the skills and experience is the knowledge that reflects the content of the functions and operations. The importance given to operational component, that includes the system of social and pedagogical skills, directed towards use of the management functions, use of forms, methods and techniques of management in physical education and sport. They are based primarily on the knowledge of psychological characteristics of management in the educational process, techniques and methods of information processing, managerial and executive actions, whereby the organization, management, motivation of work, knowledge of partners and the situation in general has been implemented. The next component of managerial competency is the evaluative component, associated with the ability to the valuation, the adjustments actions of others, their activation, well-qualified incentives for the efficient work, identifying changes that occur in the mind and behavior, physical condition of the person, comparing the actual level with the required one.

Distinguishing one of the features of a professional preparation of the future specialists - managerial competency, we must take into account that the formation of the competency has been made on the basis of integration of the individual to the professional practice in terms of motivation, the prospective targets for its development [6]. An interest in physical education and sport is the professionally significant motivation of a specialist's performance, devotion to pedagogical work in his field, motivation for the continuous improvement in it, love for children, commitment and responsibility for the quality of the work.

The process of professional identity formation involves the formation of the young person's interest to the profession, outlook figures, attitudes, values, that facilitate the implementation of a successful work as a teacher, coach, manager, head of the institution or sporting asset. Professional performance of future physical education and sport specialists should be directed at the extension of the sphere, at the quality work with different age groups, with different levels of physical preparation, health conditions. It means that the result of the development of managerial competency of the specialist is the rate of professional preparation for the effective interaction with the surrounding people, focused on voluntary compliance of the pedagogical functions, management functions in a particular professional activity.

It should be emphasized that the formation of all components of managerial competency has been characterized by the systematic dissemination of knowledge about the phenomenon of management and its effective impact on the development and education of the individual. This knowledge is subordinated to teaching skills and directed towards implementation of practical activities of future specialists in physical education and sport in the process of professional preparation.

#### **Conclusions:**

The research categorical-conceptual apparatus analysis, the structural analysis, the scientific understanding of the problem of managerial competency testified the close meaningful relationship with the professional preparation of specialists in physical education and sport, that contributed to the separation of it as a part of professional competency and to characterize it as a quality of individual, which integrates the managerial knowledge, skills, abilities and experience of their application. There is a reason to affirm that the meaningful impact on the development of managerial competency takes place successfully under conditions of personal socialization in the communicative environment; focus on systematic assimilation of knowledge about the phenomenon of management, focus on the implementation of effective measures; development of professional and personal qualities, that in its totality meet the objectives and content of the students pedagogical preparation.

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