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## **APPLIED COMMUNICATION TECHNOLOGIES OF SOCIAL ADAPTATION OF THE PERSONNEL IN SCIENCE**

*This paper discusses the significance of providing conditions for young teaching staff adaptation as one of the main directions for human resource management at the university. The action to achieve these goals are also proposed.*

*Keywords: education process, communication technologies, social adaptation*

*В этой статье предложен подход для обеспечения условий для адаптации молодых педагогических кадров. В качестве одного из основных направлений управления человеческими ресурсами в университете - кадрового персонала.. Предлагаются подходы для достижения цели.*

*Ключевые слова: учебный процесс, коммуникационные технологии, социальная адаптация.*

*Запропоновано підхід щодо забезпечення умов для адаптації молодих педагогічних кадрів в якості одного з основних напрямків управління людськими ресурсами в університеті. Пропонуються також дії для досягнення мети.*

*Ключові слова: навчальний процес, комунікаційні технології, соціальна адаптація.*

Introduction, in the modern conditions of the scientific and technical progress the speed and quality of adaptation processes got particular importance of personnel to it in all branches, including - in science.

Importance of adaptation of workers of higher educational establishments in all its manifestations is connected, first of all, with development of processes of globalization in a world education system and corresponding to emergence of need of strengthening of competitiveness of the domestic educational system in the market of educational services.

One of the main directions of adaptation of personnels is a social adaptation of the worker as it defines efficiency and coordination of his further work in collective and structure in general.

The success of social and adaptation processes plays an important role in the formation and development of personnel structure as due to fixing in collective of young personnel, and increases of productivity of the available professional workers.

It is necessary to point to insufficiency of the works reflecting a real condition of socialization of experts in modern higher education institutions of Ukraine. Open for the scientific analysis are still problems of formation of administrative mechanisms and technologies of adaptation of young specialists in modern conditions, creation of conditions and factors of their further professional and official development, search of ways of perspective tasks of creation of the innovative

focused personnel of the Ukrainian society in general) and the separate organizations, including higher education institutions.

Thus, the problem in need of use of new technologies of social adaptation of personnel and a search of their successful introduction in modern conditions is among of insufficiently developed in research literature that led to the choice of research topic in the field. [1].

Purpose and task of the investigation. The purpose of dissertation research will make theoretico-methodological justification of influence of communication technologies of social adaptation of workers of higher educational institutions of Ukraine.

*To achieve the objective you need to solve the following problems:*

- to consider the adaptation of the workers as a socio-organizational process;
- to analyze modern theoretical and methodological approaches to the social adaptation of personnel in their professional activity;
- to conduct a sociological analysis of the problems of adaptation personnel with modern working conditions in universities of Ukraine;
- to determine prospects and ways of development of social and adaptation processes of workers in the field of science.

*The object of the research* - a process of social adaptation of scientific personnel of higher education institutions of Ukraine.

*The subject of the research* - models and methods of ensuring the functioning of applied technology of development of the content of formation of scientific personnel.

An expected scientific novelty. In the dissertation the actual scientific task will be solved, which consists in theoretico-methodological justification of influence of communication technologies of social adaptation of workers of higher educational institutions of Ukraine. Achievement of the following scientific results is supposed: The first will be: the value and role of the use of technologies of social adaptation of scientific personnel are scientifically reasonable; It will develop further: approaches to development and increase of the level of professional activity of scientific personnel.

The practical value of the expected scientific results will consist in possibility of application of scientific provisions and conclusions of research in preparation new and retraining of scientific personnel to modern working conditions in higher education institutions of Ukraine.

One of the major factors defining prestige and competitive advantages of any higher education institution is scientific and personal potential.

The success of the solution of a problem of fixing of the youth in higher education institution at scientific and pedagogical positions in many respects is defined by the level of work on management of human resources in higher

educational institutions depending on the understanding by the management of the organization of the importance of this activity, realization of the principles of systematicity and complexity in the management of this type of resources. Primary activity on management of human resources in the modern organizations includes the following components:

- the analysis of the content of the work of each employee of the organization (the analysis of the workplaces);
- the planning of the need in the personnel;
- the set and the selection of the personnel;
- the orientation and the adaptation,
- the personnel development (the training, the retraining, the professional development);
- the assessment of the activity of the personnel;
- the management of a reserve, the human resource management;
- the management of the payment of workers' labor;
- the prevention of the accidents and etc;

Effective work on all above-named direction promotes attraction and fixing of talented youth in higher education institution, to the growth of her labor motivation.

The solution of this task is connected with the application of the methods of adaptation of young scientific stuff.

*Adaptation* - the mutual adaptation of the worker and the organization to new professional, social and economical and organizational working conditions. It should be noted especially that all above aspects of the adaptation are interconnected. Therefore, to provide the success of the adaptation, it is necessary to use the uniform system of the technologies, the instruments of impact on all its aspects.

The various factors which can conditionally be divided into the following categories have an impact on the process of adaptation:

At first it is the level of study of the organizational mechanism of management of adaptation, professional standard of the employees of higher education institution who are carrying out activities for the adaptation of new employees.

The second category it is prestige and appeal of a profession, feature of organizational culture of a higher educational institution, social and psychological climate of the organization, feature of the organization of work in higher education institution, flexibility of the system of training operating in the organizations, objectivity of an assessment of the candidate at selection, objectivity of an assessment of the current activity of the young specialist, existence in higher education institution of the fulfilled system of introduction of innovations.

The level of knowledge, skills, age, relationship status, the motivation defining the relation to activity (personal motivation to activity, the motivation based on the

needs of the personality, her valuable orientations, interests), individual and psychological properties of the personality belong to the third category.

Management of scientific adaptation of the personnel it is a process of purposeful impact on the mutual adaptation of a graduate student and the organization providing an increase of speed and success of adaptation. [2].

Behind the time, during which the young teacher or the scientist takes the program of adaptation, he has to take part in work on several projects as a part of the project groups.

Realization of the offered technologies of adaptation of the young research and educational personnel with attraction to the process of the interested enterprises and research organizations gives to higher education institutions opportunity to provide an adaptation process with necessary technical base which, as a rule, is not available in higher education institution because of financial problems.

Infiltration of the system of monitoring of indicators of quality and duration of the process of adaptation will provide its information support.

The receiving, with the set periodicity, information about certain indicators of realization of the adaptation process will allow to change timely a set of the used methods, thereby minimizing process duration.

The problem of selection consists not only in search and identification of young people, talented and inclined to scientific and pedagogical activity, and in definition among them those, which this activity situated on one of the first places among other values, in a system of vital preferences. And for whom motives of the behavior of the personality are important, which associated with its self-actualization and self-development and its assessment of needs. To such motives can be attributed the following: professional advancement, career advancement, respect by the scientific community, etc.

The special attention at selection should be paid to an assessment of compliance of the available characteristics of the candidate to requirements to education level, experience, knowledge, abilities, responsibility, the personal characteristics necessary for successful performance of teaching and scientific activity. [3].

To increase objectivity and quality of selection of applicants from among persons of young age for replacement of scientific and pedagogical positions will help the actions realized by higher education institution during training of specialists with higher education. It can be attributed the following: \* involvement of students, graduate students and young scientists of higher

education institution to scientific activity; ■ carrying out competitions, for example, scientific achievements of students and graduate students, for the best research work of students or for the best thesis on specialties;

conducting olympiads between the universities;

- selection of the most capable students by leading teachers of the department;

- testing of applicants for psychological propensity and readiness for scientific and pedagogical activity;

- involvement of applicants (senior students) to pedagogical activity as assistants in conducting classes with younger students under the control of the leading teachers of the department;

Conclusion. Integration of efforts of employees of various divisions of higher education institution participating in adaptation activity will give background for successful processes of adaptation, and realization of the offered technologies will create conditions for fixing of young employees in higher education institution, developments of their successful career will define prospect of further work in science and education.

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