

# RESEARCH OF THE SYSTEM OF FORMATION OF PROFESSIONAL COMPETENCE OF FUTURE MANAGERS OF PHYSICAL CULTURE

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## INTRODUCTION

The modern labor market requires managers of physical culture and sports who are able to operate with knowledge, actively act, be able to quickly make responsible decisions in problem situations, be distinguished by mobility, constructiveness, adaptability, and the ability to realize their creative abilities in the process of professional activity. In the context of globalization, technological explosion and rapid economic progress, basic and social competences come to the fore. There is reason to believe that only a competence-based approach to the professional training of future specialists makes it possible to successfully combine both one's own interests and interests. Our modernity, active European integration of all spheres of public life require changes in the professional activities of each member of society.

The current stage of development of the sphere of physical culture and sports determines new requirements for staffing this sphere of humanitarian policy. According to many scientists, the development of managerial competence of a sports activity manager is a complex, multifaceted process. To become a real manager in the field of physical culture and sports, the head of a sports institution during management needs

to know and master all aspects of psychological and pedagogical sciences, sociological, cultural studies, be a specialist in the field of physical culture and sports, educational management, as well as be competent in various fields of science and human studies.

Competence of good work with anything; the terms of reference of any organization, institution or person; a set of rights and obligations that enterprises are endowed with in a particular area. institutions, organizations or officials. Competence - Awareness, qualifications, awareness or authority in a field. It was found that in the field of physical culture and education, the concept of "competence" is interpreted as a universal prerequisite for the professional development of an individual in a real socio-economic situation in accordance with the conditions that develop in society; the field of activity in which professional competence is implemented.

The professional competence of a specialist in the field of physical education and sports is considered as an integrated professional and personal characteristic in the programs of educational institutions, which should ensure an effective level of their professional activity and reflect the level of formation of professional competence, are determined by a set of motivational and value attitudes, due to the necessary volume of knowledge and skills, the level professional skills and work experience in the chosen field of activity.

Effective management of the pedagogical, educational and training process or the structure of physical culture and sports orientation depends on the competence of the employee, provides him with a special education, wide general and special erudition, constant

improvement of scientific and professional training, is provided with business and personal qualities, which can be considered as a key to the effective performance of professional duties.

## METHODOLOGY

Achievement of our goal of research of the effectiveness of the formation of professional competence of future managers of physical culture and sports involves the use of a number of methods. The study was carried out using the following theoretical methods: systems analysis and synthesis, induction and deduction, comparison, classification, generalization and systematization, idealization and abstraction.

## RESULTS AND DISCUSSIONS

Of great scientific and methodological importance is the development of a draft comprehensive target program for the training of sports managers, which should include such elements, namely: target, structural, resource, organizational and effective. The target part is the main goals on which the main goal is based. Its structural part is formed on the "tree of goals", which provides for the implementation of a specific goal based on modern methods and methods of organizing the educational process. The resource part is designed to find out the necessary costs for the implementation of planned actions and should include a list of those responsible for their implementation. The organizational part is responsible for the creation of the necessary organizational structures for the work on the effective activity of physical culture institutions. The effective part should contain a list of estimated indicators, taking into account the social results of the implementation of the planned goals. On the basis of the project of a comprehensive target program, specific educational programs are being developed, which should be aimed at optimizing the educational process for the formation of professional competence and managers of physical culture and sports (KRYSHCHANOVYCH, KRYSHCHANOVYCH, STECHKEVYCH, IVANYTSKA, HUZII, 2020). The preparation of such curricula is one of the important methodological foundations of ensuring the process of forming professional competence in future sports managers, because they determine the range of knowledge, skills and abilities for their activities that should be assimilated over the years of study and should contribute to the development of the student adequately state requirements in this area. So, the curriculum is a combination of theoretical and practical material, which is selected for solving educational and educational problems of training a sportsman in a manager and the formation of his professional competence.

The methodology of the educational process should ensure the high competitiveness of sports managers. Along with the traditional orientation towards the professional training of a physical culture and sports manager, it is important to clearly define the perspective and conceptual approaches for the training of modern managers who will be able to effectively manage physical culture and sports organizations with the least expenditure of material resources and achieve high results. It is necessary to organize the educational process in such a way that it provides for the convergence of the university concept of professional training of sports managers to European standards, which dictate the need to take into account innovative technologies while maintaining modern requirements for specialists in this field of activity.

The formation of professional competence and future managers of physical culture and sports should be carried out on the basis of the existing structure of competence, which includes intellectual competence, motivation, as well as the implementation of a systematic approach in the educational process and high-quality diagnostics of the results obtained. Improving the process of training sports managers with sufficient professional competence requires a proper scientific substantiation that determines the formation of the conceptual foundations and the content component of their training (BABUSHKIN, 1998; KRYSHCHANOVYCH, KOTYK, TIURINA, KOVREI, DZHANDA, 2020; MELNYKOV, 2018; SIVITSKY, 2006).

The conceptual components of the training methodology for sports managers determine the systemic, personality-oriented, activity-oriented, motivational and competence-based approaches. A systematic approach to the formation of the professional competence of future managers of physical culture and sports provides for the use of pedagogical technology in the context of the interdependence of all its constituent elements that determine the content of

vocational education, the goals of educational activities, the organization of the educational process, the construction of personal trajectories of student learning, and the like. The personality-oriented approach is used to organize the educational process, which is also aimed at the formation of the personality and the future manager, his creative potential, professional and general culture, I consider the basis of quality education and successful professional activity of future sports managers. The activity-based approach determines the integrated use of innovative teaching technologies, where I emphasize intensive and interactive forms and methods of teaching. Particular emphasis is placed on motivating their professional activities, their choice of methods for solving problems and predicting the consequences of their activities (SYTNIK, BILOTSEKIVSKA, KOZERUK, SKACHEDUB, LAPYTSKYI, MISHCHENKO, 2021; KALININA, KILEVAJINEN, 2021; IORDANSKAYA, ABRAMOVA, 2020; KRYSHANTANOVYCH, BILYK, SHAYNER, BARABASH, BONDARENKO, 2021). The competence-based approach reveals the goals, content and methodology of vocational education. Professional competence of future managers in physical culture and sports is considered as a holistic characteristic of an individual, a combination of knowledge, skills, skills that produce professional and intelligence, professional positions and individual psychological characteristics of these specialists. It should be noted that the professional activity of a sports manager consists of a narrowly defined specialization in the educational space, his professional competence, allowing to achieve an effective result with optimal psycho-emotional and physiological costs. Therefore, it is also necessary to organize experimental work in order to determine, on the basis of generalization of special works on philosophy, sociology, psychology and pedagogy, the necessary methods that will fully ensure the implementation of the tasks of training specialists who are ready to work in various spheres of human activity and, in particular, in the field physical culture and sports.

A real solution to the problem of the formation of professional competence of managers of physical culture and sports is possible only thanks to the methods of introducing innovative teaching technologies, namely computer technologies. They provide significant advantages, in particular, individualization and differentiation of training, computer visualization of educational material, positive motivation, which promotes interest in learning, feedback, develops independence in them in solving complex issues of professional activity.

The main functions that should be in higher education institutions to improve relationships with potential employers are shown in table 1.

**Table 1.** The main functions that should be in higher education institutions to improve communication with potential employers

No	Functions
1	labor market monitoring of the demand for qualified specialists, search for potential employers, conclusion of agreements on targeted training of managers for certain sports organizations
2	search for an organization for students to undergo industrial practice with the prospect of further employment
3	involvement of representatives of interest groups in order to determine the content of education and professional characteristics of future managers
4	introduction of an expert survey among the management personnel of organizations where graduates of a certain university work in order to obtain information about the "weak points" in the training of future managers to fulfill their professional duties

Source: Search data.

An important component of modern methodological foundations for the successful development of professional competence in future sports managers is the implementation of a structural and functional model, which makes it possible to present a competence-based approach aimed at local changes in the selected aspects of the educational process, namely, as an integral essence - from the formation of a goal to obtaining the final result ...

Scientific and methodological support for the formation of professional competence of future managers of physical culture and sports needs to be improved due to the use in the educational process of a modern organization of scientific and practical interaction with research institutes, laboratories, the development of their own scientific and methodological activities, and the like (NAKHODKIN, KHVATSKAYA, ILINA, ANDREEV, ANDREEV, 2021; ULYAEVA, MELNIK, VOSKRESENSKAYA, SIVITSKIY, RADNAGRUYEV, ULYAEVA, 2014; MARKOV, NIKOLAEVA, 2013).

For the purpose of high-quality mastering of the educational material by future managers of physical culture and sports and the effective use of the acquired knowledge in practice, it is important to constantly monitor the assimilation of knowledge by students. Modern methods of assessing I allow diagnosing various professional qualities of a sports manager. At the same time, a comprehensive system for diagnosing professional competence should take into account both the characteristics of the assessment methods themselves and the entire range of professional qualities and characteristics that make up his professional competence. The implementation of the diagnosis of professional competence and future managers of physical culture and sports allows you to correct and improve the educational process, implement an individual approach to training, monitor the level of knowledge assimilation and student success.

Determining the effectiveness of the identified scientific and methodological foundations for the formation of professional competence of managers of physical culture and sports, it should be noted that the pedagogical technologies proposed by us directly depend on various factors that affect the educational process of improving their qualifications (the content and structure of curricula, programs, techniques and methods development of professionalism in the process of postgraduate training). Thus, the professional competence of a sports manager is determined, first of all, by the level of his own professional education, acquired experience and individual ability to solve existing problems, his attempt to self-education, creative attitude to business.

## CONCLUSIONS

So, the complexity, consistency and integrity in the implementation of the tasks of the formation of professional competence and future sports managers with the help of modern pedagogical technologies should be ensured by the development of their theoretical and methodological foundations. Deep socio-economic transformations in our country require the development of new approaches to solving the problems of optimizing the training of modern sports specialists. To increase the efficiency of the process of forming the professional competence of these specialists, in our opinion, it is necessary to concretize the terminological apparatus of the competence-based approach for the development of modern methods of forming their competence, to investigate the motivational component of their activity in the field of physical culture and sports and to assess its influence on professional activity in general. It is important to improve the diagnostic tools, criteria base, indicators and levels of preparedness of future managers to work in this area.

We believe that the formation of managerial competence of a future manager of sports activity in the process of professional training should be based on universal human values, an integrated competence-based approach and professional competence of a future specialist, which are necessary when working in difficult socio-economic conditions. Therefore, we can confidently assert that the development of future managers of sports activity readiness to carry out independent cognitive activity, stimulation of their creative thinking in specific professionally determined situations makes it possible to effectively organize work in the future, increase productivity, successfully manage the team, personnel, the learning process, upbringing, youth, training of athletes, etc. Prospects in this direction are further research of the above problem, namely the development of the concept of "managerial competence", the definition of priority personal qualities for its formation in the process of professional training of future managers of sports activities.

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**Research of the system of formation of professional competence of future managers of physical culture**

Pesquisa do sistema de formação da competência profissional dos futuros gestores de cultura física

Investigación del sistema de formación de competencias profesionales de futuros gestores de cultura física

**Resumo**

O objetivo principal do estudo é analisar a eficácia do sistema de formação de competência profissional dos futuros gestores da cultura física e desportiva. Recentemente, muita atenção tem sido dada à reforma do sistema educacional do país. O sistema existente de formação de pessoal qualificado para a esfera da cultura física e do esporte não corresponde às necessidades modernas da sociedade. A este respeito, a formação dos dirigentes desportivos e a formação da sua competência profissional reveste-se de particular importância. Os aspectos reais da definição e diagnóstico da competência profissional são confirmados por uma série de programas internacionais de pesquisa educacional, desenvolvimentos científicos práticos neste tópico. O resultado do estudo é determinar os principais aspectos da eficácia do sistema de formação da competência profissional dos futuros gestores da cultura física e do esporte.

**Palavras-chave:** Pedagogia. Alunos. Futuros gestores. Competência profissional. Cultura física.

**Abstract**

The main purpose of the study is to analyze the effectiveness of the system of formation of professional competence of future managers of physical culture and sports. Recently, much attention has been paid to reforming the education system in the country. The existing system of training qualified personnel for the sphere of physical culture and sports does not correspond to the modern needs of society. In this regard, the training of sports managers and the formation of their professional competence is of particular importance. The actual aspects of the definition and diagnosis of professional competence are confirmed by a number of international educational research programs, proactive scientific developments on this topic. The result of the study is to determine the main aspects of the effectiveness of the system of forming the professional competence of future managers of physical culture and sports.

**Keywords:** Pedagogy. Students. Future managers. Professional competence. Physical culture.

**Resumen**

El objetivo principal del estudio es analizar la efectividad del sistema de formación de la competencia profesional de los futuros gestores de la cultura física y el deporte. Recientemente, se ha prestado mucha atención a la reforma del sistema educativo en el país. El sistema existente de formación de personal calificado para el ámbito de la cultura física y el deporte no se corresponde con las necesidades modernas de la sociedad. En este sentido, la formación de los responsables deportivos y la formación de su competencia profesional es de especial importancia. Los aspectos reales de la definición y el diagnóstico de la competencia profesional son confirmados por una serie de programas internacionales de investigación educativa, desarrollos científicos proactivos sobre este tema. El resultado del estudio es determinar los principales aspectos de la eficacia del sistema de formación de la competencia profesional de los futuros gestores de la cultura física y el deporte.

**Palabras-clave:** Pedagogía. Estudiantes. Futuros directivos. Competencia profesional. Cultura física.