

## SELF-MANAGEMENT AS TECHNOLOGY OF PROFESSIONAL SELF-DEVELOPMENT AND FORMATION OF RESEARCH COMPETENCE IN FUTURE Ph.Ds.

Iryna V. Oliynyk, PhD in Pedagogy, Associate Professor at the Department of Innovative Technologies in Pedagogy, Psychology and Social Work at Alfred Nobel University (Dnipro, Ukraine)

E-mail: iv\_oliynyk@ukr.net

ORCID ID 0000-0002-1749-1518

DOI: 10.32342/2522-4115-2020-2-20-27

*Key words: postgraduate studies, vocational education, self-management, future Ph.Ds., research competence.*

The article discusses the issues of development of self-realization skills by means of self-management.

We analyzed the experience regarding the development of self-management skills and self-improvement of future Ph.Ds. in the process of formation of research competence in the study of the discipline "Self-management and self-development of the teacher of a higher education institution."

Self-management is considered from the point of view of the foundation of the modern educational paradigm and research activities. It has been proved that self-management is an important tool for the professional development of future doctors of philosophy, the process of their self-realization in research activities.

Self-management is considered as a specific area of realization of the achievements of science and practice in relation to the individuals' links to themselves and their activities.

An attempt was made to systematize this design.

As a result of the theoretical and methodological analysis of scientific research, essential characteristics and the content of the definition of "self-management" in psychological and pedagogical science and practice were determined.

Some rapid diagnostics were carried out to identify limitations and obstacles affecting the level of self-management, factors impeding the process of achieving the goal, and the formation of a level of command of self-management techniques.

Based on the analysis of the results of the study, the need was identified for the introduction into the educational process of future doctors of philosophy of the educational discipline "Self-management and self-development of the teacher of a higher education institution." The purpose, tasks and core competencies that future Ph.Ds. should master in the process of studying that discipline were identified. The main technologies used in the course were also identified, and the effectiveness of the introduction of this discipline was proved, as evidenced by the results of diagnostics.

## References

1. Bishof, A. & Bishof, K. (2006). *Samomenedzhment* [Self-management]. Moscow, OMEGA-M Publ., 127 p. (In Russian).
2. Vynohradskyi, M.D., Vynohradska, A.M. & Shkapova, O.M. (2003). *Orhanizatsiia pratsi menedzhera* [Organization of the manager's work]. Kyiv, Kondor Publ., 414 p. (In Ukrainian).
3. Volkova N.P., Nakhod S.A. & Kryzhanovskaia H.I. (2019). *Do pytannia pro liderski yakosti vykladacha zakladu vyshchoi osvity ta shliakhy ikh rozvytku v umovakh aspirantury* [On the question of leadership qualities of a teacher of higher education and ways of their development in terms of graduate school]. *Visnyk Dnipropetrovskoho universytetu imeni Alfreda Nobelia. Pedagogika i psykholohiia. Pedagogichni nauky* [Bulletin of Alfred Nobel University. Pedagogy and psychology. Pedagogical Sciences], no. 2 (18), pp. 34. Available at: <https://pedpsy.duan.edu.ua/images/PDF/2019/2/5.pdf> (In Ukrainian).
4. Vudkok, M. & Frensis, D. (1994). *Raskreposhchennyi menedzher. Dlia rukovoditelia – praktika* [The liberated manager. For a manager - practice]. Moscow, Delo LTD Publ., 320 p. (In Russian).
5. Zaivert, L. (1991). *Vashe vremia – v Vashih rukah (Sovety rukovoditeliu, kak yeffektivno ispolzovat rabochee vremia)* [Your time is in your hands (Tips for managers, how to effectively use working time)]. Moscow, Yekonomika Publ., 21 p. (In Russian).
6. Lukashevych, N.P. (1999). *Teoriia i praktika samomenedzhmenta* [Theory and practice of self-management]. Kyiv, MAUP Publ., 360 p. (In Russian).

7. Morgenstern, Dzh. (2001). *Taim menedzhment* [Time management]. Moskow, Delovaia kniga Publ., 264 p. (In Russian).

8. Ogloblin, V.V. *Rol samomenedzhmenta v protsesse professionalizatsii lichnosti* [The role of self-management in the process of personalization]. Available at: <http://www.knm.ru/a=news&b=68498> (In Russian).

9. *Osvitno-naukova prohrama «Profesiina osvita» tretoho (osvitno-naukovoho) rivnia za spetsialnistiu 015 Profesiina osvita (za spetsializatsiieiu) (2020)*. [Educational and scientific program «Professional education» of the third (educational and scientific) level in the specialty 015 Professional education (by specializations)]. Universytet imeni Alfreda Nobelia Publ., Available at: [https://duan.edu.ua/images/head/Science/UA/PhD\\_and\\_Postdoc\\_studies/015/prof\\_osv\\_2018.pdf](https://duan.edu.ua/images/head/Science/UA/PhD_and_Postdoc_studies/015/prof_osv_2018.pdf) (In Ukrainian).

10. Simonova, A.A. (2007). *Samomenedzhment kak tehnologiia upravleniia i samorazvitiia menedzhera i personala* [Self-management as a technology for management and self-development of manager and staff]. Ekaterinburg, Uralskii gosudarstvennyi pedagogicheskii institut Publ. (In Russian).

11. Tararina, O.V. (2015). *Art-kouchinh. Tekhniky prostykh rishen* [Art coaching. Techniques of simple solutions.]. Kyiv, Astamir-V Publ. (In Ukrainian).

12. Chkan, A.S., Markova, S.V. & Kovalenko, N.M. (2014). *Samomenedzhment* [Self-management]. Zaporizhzhia, ZNU Publ. (In Ukrainian).

13. Gavrilyuk, O.A., Tareva, E.G. & Lakhno, A.V. (2019). Investigating the Association Between University Teachers' Professional Autonomy and Their Innovation Performance *Pedagogika*. *Pedagogy*, vol. 133, no. 1, pp. 128-148. URL: <http://www.pedagogika.leu.lt/index.php/Pedagogika/issue/view/24>

*Одержано 21.08.2020.*