

MANAGEMENT BY THE PROCESS OF FORMING OF PERSONALITY QUALITIES OF STUDENTS

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Annotation. The new approach is considered to the process of forming of personality qualities of students from positions of the guided system. A management object is presented in an aggregate with a managing subsystem as an open system. The bifurcation phenomena are watched in an educational process. In an experiment took part 326 students in age 17-20 years. The system of pedagogical technologies, able to provide forming of personality qualities of graduating student of higher educational establishment is certain. It is certain that this system allow in the compressed terms to adapt oneself to the corporate culture of firm-employer. Introduction is recommended in practice of preparation of students of complex special fitness of the programs. Underline, that these programs are directed on complex achievement of indexes of physical development and spiritual level. It is marked that the use of synergetics approach in modern practical activity of higher school is instrumental in enriching of educational educate process the methods of pedagogical co-operation.

Keywords: forming, personality, qualities, system, approach, management.

Introduction

The most important element of corporate culture is its values that it considers the most important in their work: utility for society, income, needs of their employees, or anything else. These are reflected in the organization declared corporate mission and core principles. However, it is impossible confidently to judge the value orientation of the organization announced in principle, since the corporate culture of organization can be demonstrative. Values of organization or its units or in our case the value of student groups is closely related to labor values of individuals. In the latter reflected as purely personal (life), as the values of group and to some extent – of organization [1, 2, 4, 9, 10, 16, 17].

The formation of content students' corporate culture of higher technical educational establishment should be considered as work on the formation of certain values as adopted by young professionals and those that are declared by an employer establishment. Most researchers of corporate culture refer to unconscious basic assumptions that determine the content of its key elements. Lack of ability of graduate of university to accept the principles of corporate culture of employer establishment and match them with the beginning of his work leads to significant difficulties adapting to his practice in market conditions.

The most important factor in the formation of the target values in the structure of the personality qualities of the student is a combination of means and methods of physical education. However, in the context of corporate culture, this factor was studied and grounded in additional applications of the principles and methods of physical education of students, especially in conditions of a growing proportion of independent work of students in the curricula of training.

Stated allow to formulate a contradiction: between the objective needs of modern businesses in specialists with a high level of corporate culture and lack of development of scientific and methodological support of educational process by technology of its formation at students of higher technical educational establishments.

Modern scientific and methodical literature suggests to use the system, personality and activity, variant-modeled, socio-cultural, communicative, situational and synergistic approaches [21, 14, 15, 19].

Observing the principle of self-organization and self-development aimed subjects at a perfect study of the processes of self-regulation, communication, collaboration in educational institutions, to identify trends, internal mechanisms and provisions of the system under construction. It is important that the system coincides with the projection of the trajectory attractor of system on its evolution. Only in this case is possible resonance effects on the management system, processes of self-creation. Leaders and teachers of any educational institutions as a guide and model chosen a model of corporate culture that is common or well-known in the country, but they act contrary to conventional wisdom traditions of culture and logic in development of the educational process in higher education establishment [8, 18, 19]. In our view, this approach would change their pedagogical beliefs. They will be able to free their minds from the ideas of compulsory education and ways to direct effects on the individual student. Thus, the use of synergistic approach to the modern practice of higher educational schools contributes to the enrichment of the educational process teaching methods of interaction. This in turn has a positive impact on the development of not only students, but also personal and professional growth of teachers, will allow for the development and opening of their unique individuality, forming a rich spiritually, morally pure and emotionally supportive atmosphere in the group.

The study was conducted at the Donbass State Engineering Academy, within the research department of physical education "Formation of corporate qualities of specialist in machine building by means of physical education" (state registration № 0104U005977).

Purpose, tasks of the paper, material and methods

Purpose – a study of a system of pedagogical techniques recommended by a high school teachers, who are able to ensure the formation of personality graduate qualities, which would form a system of its aspirations and values aimed at existing employer in the corporate culture of the company employees as well as adapt to changing corporate culture of the firm .

Tasks - based on the systematic analysis to formulate the basic principles that should be modern educational technology including all tools that includes physical education.

Results.

In general, the process of physical education is determined by the technology of training, depending on the goals and the environment. In this way, identity formation by means and methods of physical education in higher educational establishment requires the development and implementation of appropriate technologies.

With the development of technology of forming personality qualities of students as future professionals is to provide its main features – a sequence of elements (strategies) that forms the process of changing parameters that characterize personal qualities of students. This process is actually a "translation" of the object – first-year student with a set of skills X_0 in complex qualities S (Fig. 1).

The trajectory of such "translation" is the way that students "pass". The principle of optimal management Belman [3] allows to formulate the optimization tasks of formation personality students' qualities such as to find such influences by means of physical education, in which the length of the trajectory of their formation will be minimal [14].

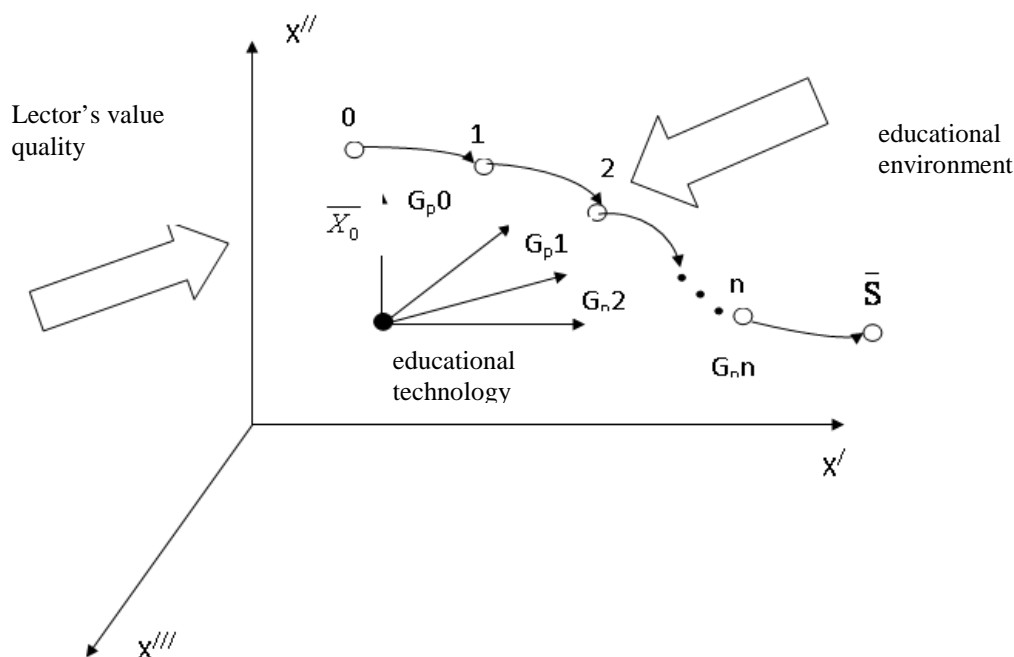


Figure 1. Graphic representation of the process of formation at student a complex qualities of personality S .

Speaking in systemic unity, identity and environment determine dynamic stability of personality and focus on the formation of given quality and value potential. It must implement complex strategies used in physical education in high educational establishment.

Student's ability to harmoniously combine the personal qualities of shared values ultimately creates an environment that reflects the characteristics of corporate culture. It is important to consider student and staff corporate culture from the system positions. This approach allows to consider the complex substantive factors of human culture and the results of their cooperation, taking into account the corporate culture of higher education [11, 12, 13, 10].

An experiment involved students of two faculties: engineering and economic, and engineering mechanics.

Based on the analysis of the essence of student community corporate culture as well as systemic effects of physical training on value-motivational characteristics of students, were selected criteria and indicators to determine the level of formation of corporate culture.

The level of indicator of corporate culture defined as "low" when the rate of corporate culture was within 0-8, "medium" - when it was greater than 8 and reached 16, and "high" - when the level indicator of corporate culture was greater than 16. The maximum possible level of indicator can reach 24.

Courses of Physical Education in the control group (Department of Mechanical Engineering) conducted under the normal operating program, and for the experimental group (Engineering Faculty of Economics) have developed new techniques using the most powerful tools and techniques of physical education, all conditions, taking into account organizational features of student sport and the opportunity for extracurricular activities in sports clubs, groups and Subscription fitness center academy.

Comparative analysis of dynamics of the levels of corporate culture of students of technical schools demonstrated growth of high-level corporate culture in groups of students that have been proposed and applied by means of physical education for students' interests, was over 20%. This suggests that labor market demand for future young professionals to raise part of "high" level indicator of corporate culture can be successfully performed by means of physical education, which is confirmed by the results of our research in modeling experiment (Table 1).

Table 1

Results of forming experiment

Levels of formation of corporate culture	Ascertaining experiment		Forming experiment	
	control group	experimental group	control group	experimental group
Low	30, 23 %	31, 67 %	20, 28 %	10, 90 %
Medium	64, 19 %	65, 16 %	74, 53 %	63, 98 %
High	5, 58 %	3, 17 %	5, 19 %	25, 12 %

The set of obtained results in the dynamics of the time allowed to record changes in the levels of both corporate culture and personality of the students, which allows to conclude that the impact of physical education on the personal as professionals in terms of corporate culture.

Analysis of statistical data gotten before forming experiment, gave reason to assume that almost all parameters of testing junior students differ from that of testing advanced students. From the point of view of complex educational classes that form a common technology of education in the system of physical education in a technical high educational establishment, you can trace the changes of significance factors of physical education and values formed as a manifestation of personality of students from course to course. To determine the tactics and strategy of the experimental work was important to establish the trend of age changes in rates of different qualities and their relationships.

A set of vital and universal values, which, in fact, determine the personality as an individual in the context of a group, form the basic teaching principles of learning environment [6, 9, 10, 11, 12, 13, 14].

Principle 1. Value of personal values and characteristics of corporate culture is formed as something combining physical and mental condition of the individual, which is a necessary (usually not sufficient, because there are other conditions) basis of intelligence. Intelligence, as a basis of culture, is basis of spirituality as higher-level of personality qualities. Here is the basic principle of identity formation as derived from the culture. The desire to maximize the effectiveness of such corporation involves two main ways of organizing evolution scenario. First – straight, when the organization has the ability to shape its structure only by bringing "appropriate" members and the release of "undesirable". This is possible in those circumstances where the organization has a choice. However, competition (about it) is not always (and often) can be the basis of effective evolution to maintain its competitiveness. This is because the association of a common idea that the typical corporation complicates the implementation of the specified path. The second way is based on the concept of evolution as a system that self-develop and self-learn. Therefore it is extremely increasing importance of effective management of the development and use of guidelines for the management of corporate culture [5, 7, 20].

Principle 2. Systemacy is an integral part of the ideology of identity formation, which in turn is subject to the corporate interests and attitudes. In this regard, this system of human life can be called valeology (health sciences) of corporate culture and consider the function of provided by the system from the standpoint of the principles of systems approach.

Principle 3. Creating potential conditions for self-development and self-realization of the person thus created optimal conditions for the implementation of human goals and objectives, which is a fundamental part of understanding and meaning in life. The fundamental unit in improving a person is self-improvement.

Principle 4. A man lives not only livelihood - clothing, food, transportation, etc., but in my mind exactly where his/her life is the object of his/her thoughts together with all entities of outlook. It makes sense to humans when fit into this spiritual world. Forming a world of senses - wood senses. Live not only for neighbors, but distant descendants. Because man can not fight for removal from life all that prevents people from freely live and grow. This is very important in the process of educating students.

Principle 5. To live a long time – is an important part of corporate culture – a person is a carrier of culture. Intense muscular work contributes defuse tension. Physical activity prevents senile atrophy of muscles, trains the cardiovascular system, which after a workout can withstand stressful situations.

Principle 6. Mind as psycho-physical and biochemical quality of intelligence which aims to provide the function of thinking, awareness, and knowledge of concepts, generalization, adaptation and creative transformation of "internal" and external environment and reality, which is based on biological foundation type of nervous activity. Speed of nerve processes, defines the functional adequacy, accuracy and precision motives.

Principle 7. Gesture and reference signal is primary in the further development of the mind. Perceived through sight and hearing, they directly include mental apparatus of accommodation and adaptation of measures and actions, the logic of rationality biosocial achieve maximum results with minimal physical and intellectual strength. Scientific and practical bases of identity, strongly do not perceive patterns and incubation. However, public syndromes advance, is very much illiteracy as a psycho-physical and socio-intellectual sphere, from the first steps of life makes him irreparable causing.

Principle 8. Necessary to take into account the content analysis of a healthy lifestyle. It shows over twenty specific set of characteristics that define the biological and social foundation of health and healthy lifestyle of man, his physical, mental and social well-being.

Principle 9. Has a great importance identity of methods of management by a complex of human qualities. This is especially significant for high school students designed after studying to become members of the production team or the other team that has its corporate culture.

Principle 10. The problem of training specialists in accordance with the new technologies is complex, primarily because it covers issues that include:

- Pedagogical aspect;
- Aspect of software implementation of educational technology;
- Legal aspects;
- The economic aspect;
- Ethical dimension;
- The spiritual aspect;
- Psycho-physiological aspect.

The last three aspects are one of the most important aspects of the formation of specialist who can work in the modern conditions.

Principle 11. As an environment of modeling a process of the formation of specialist can be applied some intellectual and psycho-physiological model of the learner. This is a virtual object that can carry dynamic information. Its creation can be performed using virtual scanner, which is a system of tests aimed at identifying how intelligence of the learner, and to create the psychological model imposed on the physiological model.

Principle 12. One of the directions that can solve the psycho-physiological aspect of the problem is to create a virtual fitness organizer. Its peculiarity is that first of all diagnostic held not to man, but on his virtual double, created in the personal computer through the virtual scanner. The virtual object can hold any training facilities or psychological training, available under normal conditions. Apparently, the proposed approach has a lot of difficulties in the implementation, but research in this area can really allow new technologies to provide integrated education and formation of active personality.

Principle 13. A very interesting from the standpoint of the research methodology of complex systems, which are also investigated system formation in students' values, is developed by us method of modeling. On the basis of adopted our approach to modeling is based the following principle of description multiply connected system (a system that has many internal connections) that generates independently output indicators and at the same time are arguments of other benchmarks. Therefore, we can make conclusions about the complex mechanism of interaction values formation promotes some other value).

Principle 14. Values are formed by the model with a certain degree of significance, ie exposure to other parameters of model. The significance values allow to determine their priorities for a given set of students.

Principle 15. Personal qualities of students that installing of students to certain values, can be formed by means of physical education. The effectiveness of these products in various stages will also be different. This is confirmed by simulation results and practical experience in the educational process.

Principle 16. The complex nature of the process of formation of students' personality as subjects of corporate culture makes the task of target monitoring of the educational process - that is, the formation of values ongoing assessment of students in the learning process.

Principle 17. Indicators of students' values associated with other values as well as psychophysiological indicators of students. This undoubtedly proves consistency of the problem. Performance of students' values differently linked. You can talk about some of the rank of a value as an integrated estimation influence the formation of other values.

Principle 18. Under most important factors that shape students values are indicators of the results of state-level testing of physical culture. Unsatisfactory performance of state testing negative effect on the formation of student values.

Conclusions.

The complex nature of the problem requires a careful and balanced approach to determining the combination of factors that have influence on the values of students. One of the most effective and promising way in this direction is to use this research to develop a comprehensive program of physical education students, taking into account the above monitoring indicators.

Especially effective in our opinion, is the putting into practice of students set specific fitness programs. Without dwelling on their features, we emphasize these programs focus on achieving comprehensive development of physical and spiritual level. Probably in this area should be a lot to do that methods and means of physical education are

really tool the personality traits of students, including the formation of values as subjects of corporate relations in the group.

Prospects for future research are in personalization of approaches to creating comfortable psycho-physiological conditions of physical education of students.

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Cite this article as: Kowalewskyy S. V., Kosheva L. V., Management by the process of forming of personality qualities of students. *Pedagogics, psychology, medical-biological problems of physical training and sports*, 2013, vol.2, pp. 28-33. doi:10.6084/m9.figshare.639255

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The electronic version of this article is the complete one and can be found online at: <http://www.sportpedagogy.org.ua/html/arhive-e.html>

Received: 26.01.2013

Published: 28.02.2013

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