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THE FORMATION OF LEADERSHIP COMPETENCIES OF SPECIALISTS OF ECONOMIC PROFILE

Annotation. The article touches upon the problem of leadership competencies in the professional economic profile.

Keywords: leader competence, leadership competencies, leadership qualities, leadership skills.

Introduction. In the up-to-date society the interest to the problem of leadership is significantly increasing. This is due to the fact that the problem of leadership is the key to achieving effective activity of the organization. Leadership is the activity which pierces the whole system of management.

In the modern conditions the graduates of higher educational institutions must have not only professional knowledge, skills and expertise, but also a certain set of leadership competencies that will enable them to successfully implement their potential in practice. Therefore the main task for the higher school is to form a specific set of leadership competencies of future specialists of economic profile.

Analysis of recent research and publications. The issue of leadership was widely practiced and developed by such foreign experts as: R. Tannenbaum, P.

Drucker, F. Fiedler, F. Vroom, F. Jetton, M. Meskon, P. Hers and K. Blanshard and others.

According to the definition of D. Terry, leadership- is the influence on groups of people that motivates them to achieve a common goal. R. Tannenbaum, I. Veshler and F. Masaryk determined the leadership as interpersonal interaction that is manifested in the particular situation by using the communication process and is aimed to achieve the objectives [4].

In addition to foreign scientists, the problem of leadership was interested for Russian and Ukrainian scientists/ researchers, namely: E.A. Abalkin, V.F. Anufriev, V.D. Goncharov, O. M. Dubravs'ka, E. S. Kuzmin, O.K. Makovsky, N. F. Maslova, B.D. Parugin, O.G. Romanovsky, F.I. Hmil', L.I. Umanskij and others.

In particular, O. M. Dubravs'ka defined leadership as the interaction between the leader and members of groups that are dependent on each other in the process of achieving common goals in group situation. Such interaction is determined by such variables, as the characteristics of the leader, the characteristics of the followers and description of the group situation. B.D. Parigin examines leadership as one of the processes of the organization management of a small social group, which promotes the achievement of common groups goals in minimum terms with maximum effect, deterministic in the society by social relations. The scientist treats leadership as the interaction between the initiator (the organizer) of group activity and members of the group [4].

Stating/putting the problem. The purpose of this article is the analyze the problem of leadership competencies of specialists of economic profile and the investigation/ research of students understanding the notion of " a leader" and its qualities.

Summary of the main material. What it means to be a leader? A large number of scientists and researchers are engaged in the researching of this issue for many years. In the literature indicates that the word "a leader" comes from the English a leader – leading, a manager.

Leadership is a complex socio-psychological process of group development, when a single individual performs the role of leader, i.e. combines, directs actions of the whole group, which expects, accepts and supports his actions.

Based on this, we can say that a leader is:

1) such member of the group that is able to accomplish /realize the significant influence on the behavior of group members [2].

2) the member of the group, in which it recognizes the right to pass decisions in important for it situations [3].

3) the individual, who is able to perform a central role in the organization of joint activities and the regulation of relations in the group [3].

Leadership qualities are important component of the professional competencies of the modern professional. The formation of leadership qualities is multiform process that depends on the psychological properties of the individual, on the social experience, on the type and nature of the person solving tasks (household, professional, educational) [1].

Important is the problem of understanding by students the concept of " a leader" and their ideas about personal qualities that are inherent to leader, that is why for the study of this problem was carried out sociological research, in particular, was developed the questionnaire, the survey results of which were processed using the content analysis and statistical analysis. The students of the fourth year of the faculty of personnel management and labor economics were asked to answer the questions in this questionnaire.

As a result of processing the replies it was found that both the students quite clearly and deeply understand the essence of the concept of " a leader", in particular, we can give few definitions:

1) "A leader is the one who goes ahead and leads the followers.";

2) "A leader is the person who is able to influence others, to coordinate and guide them";

3) "A leader is a person, who can guide people to accomplish specific goals and objectives";

4) "A leader is a person who is able to take responsibility and thanks to his own qualities and charisma lead people. "

The basis of the process of formation of the leadership competencies of the personality of the modern student form: 1) the objective makrofaktors of social order (social relationships and social-economic environment); 2) mezofaktors operations of the nearest environment (attitudes and value orientations in the students group, the nature of the educational process in higher educational

institutions, the existence of the conditions for obtaining the experience of leadership, morally-psychological unity of teachers and students, social status etc.); 3) mikrofaktors (individually-psychological guidance, experience, personal motivation, knowledge, value orientations); objectively-situational factors (a goal and task of the group in the particular situation) [1].

The next point of my questionnaire was aimed to identify the most important leadership qualities and skills for the point of view of the students. Quantitative analysis of the received figures is presented in table 1.

Table 1.

| № | Quality | Figures % | Quality | Figures % |
|----------|-------------------|----------------------|---|----------------------|
| 1 | Confidence | 85,7 | The ability to think non-standard | 85,7 |
| 2 | Sociability | 81,0 | Oratorical skills | 81,0 |
| 3 | Determination | 71,4 | Organizational skills | 81,0 |
| 4 | Intellectuality | 57,1 | The ability to predict | 66,7 |
| 5 | Honesty | 57,1 | The ability to listen | 66,7 |
| 6 | Persistence | 52,4 | Ability to convince | 47,6 |
| 7 | Purposefulness | 52,4 | The ability to conduct negotiations | 42,9 |
| 8 | Persuasiveness | 42,9 | The ability to pass decisions | 42,9 |
| 9 | Responsibility | 33,3 | The ability to lead people | 38,1 |
| 10 | Objectivity | 28,6 | The ability to recognize errors | 38,1 |
| 11 | Stress resistance | 28,6 | The ability to organize | 38,1 |
| 12 | Charisma | 28,6 | Ability to analyze | 33,3 |
| 13 | Vigorousness | 23,8 | The ability to express your own point of view | 33,3 |
| 14 | Initiative | 23,8 | The ability to adapt | 23,8 |
| 15 | Awareness | 23,8 | The ability to manage | 23,8 |
| 16 | Activity | 19,0 | The ability to empathize | 19,0 |
| 17 | Reliability | 19,0 | The ability to substantiate your opinion | 19,0 |
| 18 | Riskiness | 19,0 | The ability to think | 14,3 |
| 19 | Good will | 14,3 | Ability to motivate | 14,3 |
| 20 | Orderliness | 14,3 | Ability to take responsibility | 14,3 |

| | | | | |
|----|----------------------|------|--------------------------------------|------|
| 21 | Sagacity | 14,3 | Ability to work in a team | 14,3 |
| 22 | Hot-temper | 9,5 | The ability to prioritize | 14,3 |
| 23 | Ambition | 9,5 | The ability to complete the started | 9,5 |
| 24 | Fortitude/ endurance | 9,5 | The ability to evaluate | 9,5 |
| 25 | Civility | 9,5 | The ability to control your emotions | 9,5 |
| 26 | Cheerfulness | 9,5 | The ability to explore | 4,8 |
| 27 | Competence | 9,5 | | |
| 28 | Loyalty | 9,5 | | |
| 29 | Respect to others | 9,5 | | |
| 30 | Justice | 9,5 | | |
| 31 | Assiduity | 9,5 | | |
| 32 | Inspiration | 4,8 | | |
| 33 | Attractiveness | 4,8 | | |
| 34 | Erudition | 4,8 | | |
| 35 | Assiduity | 4,8 | | |

It turned out that the students are often associated with the leader such qualities as: confidence (the quality was called by 85,7%), communication (81%), determination (71,4%), intellectuality (57,1%) honesty (57,1%), perseverance (52,4%), purposefulness (52,4%) persuasiveness (42,9%), responsibility (33,3%), objectivity (28,6%), stress resistance (28,6%), charisma (28,6%), energy (23,8%), initiative (23,8%).

As for skills, which should own leaders, among the most popular students answers were the following: the ability to think non-standard (85,7%), oratorical skills (81%), organizational skills (81%), the ability to predict (66,7%), the ability to listen (66,7%), the ability to persuade (47,5%), ability to negotiate (42,9%), the ability to pass decisions (42,9%) the ability to lead people (38,1%), ability to recognize own mistakes (38,1%), the ability to organize people (38,1%), the ability to analyze (33,3%), the ability to express your own point of view (33,3%), the ability to adapt (23,8%).

The next item of the questionnaire was based on the separation of the most important qualities of a leader by ranking students to determine the rank of the

significance of communication (fig. 1) and confidence (fig. 2) as one of the most important qualities of a leader.

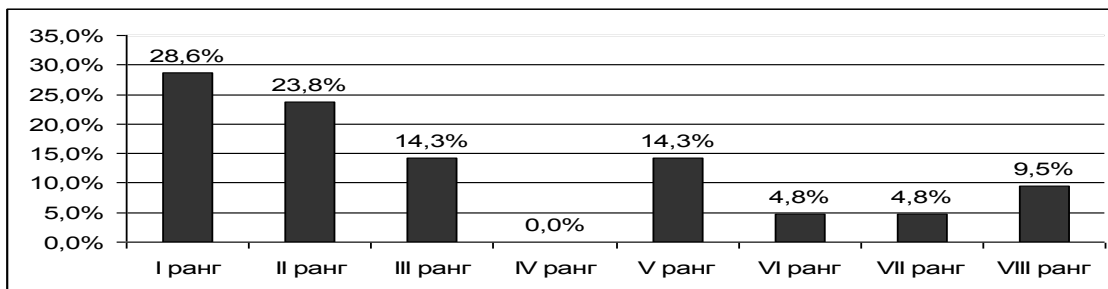


Fig. 1. The rank significance communication as the quality of a leader

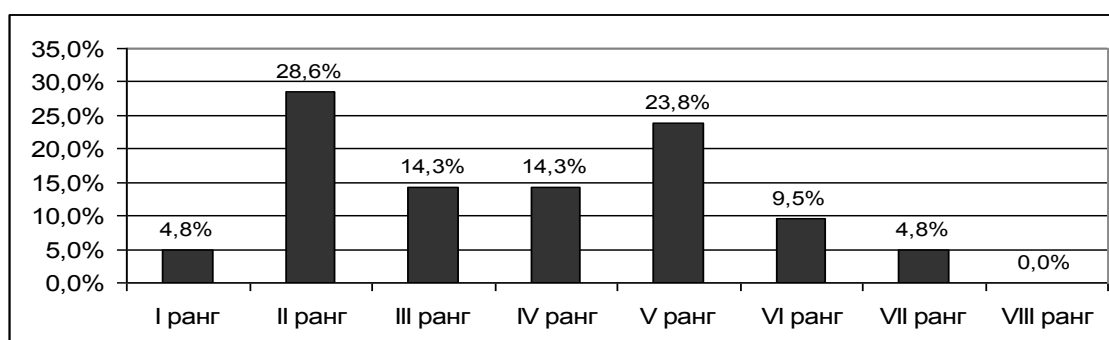


Fig. 2. The rank significance of confidence as the quality of a leader

As for skills, I researched two the most important skills according to the opinion of respondents they are the ability to think non-standard (fig. 3) and the organizational learning (fig. 4).

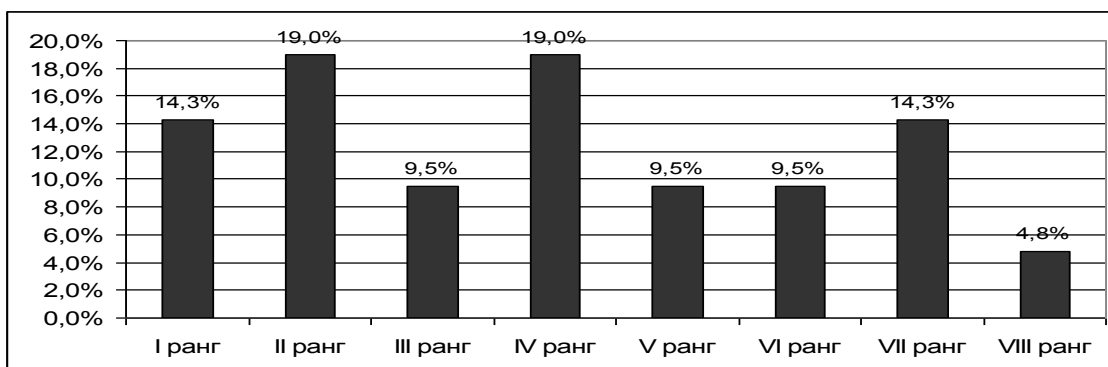


Fig. 3. The rank significance of leadership ability to think non-standard

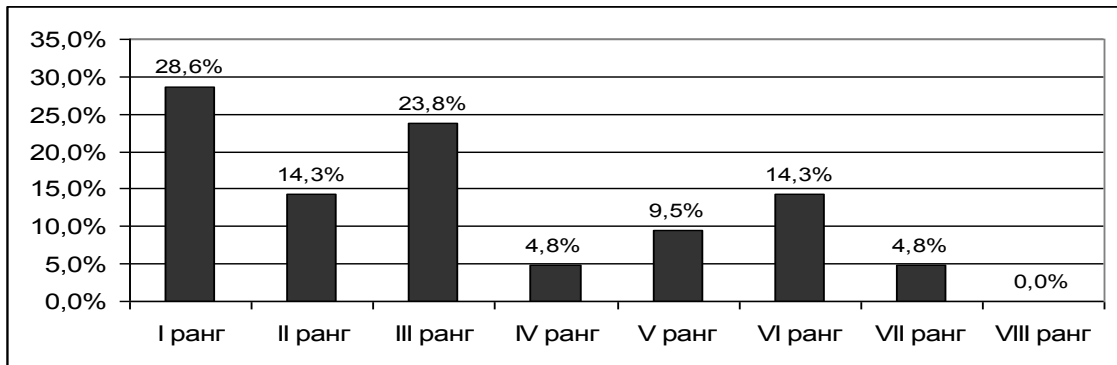


Fig. 4. The rank significance of organizational skills of a leader

Also the students were asked to rate from 1 to 10 points the most important developed qualities of a leader, including the following: confidence, determination, sociability, tenacity, perseverance, goodwill, persuasiveness, intellectuality. Based on the received data there was constructed the diagram of value leadership qualities (fig.5)



Fig. 5. The diagram of the significance of the most important qualities of a leader

Similarly the students need have evaluated from 1 to 10 points as far as possible should a leader develop the most important skill, including the following: oratory skills, organizational skills, the ability to think non-standard, ability to lead a dialogue (negotiations), the ability to lead people, the ability to predict, the ability to recognize errors, the ability to organize a group. Based on the obtained data it was formed the diagram of significance the leadership skills (Figure 6).



Fig. 6. The diagram of the significance of the most important skills of a leader

Into the correlation these figures with the results of other empirical psychological researches, we can see that the revealed particularities perception by the students the personality of a leader and his main qualities and skills sufficiently coincide with leader traits, which were discovered by supporters of the theory of the features (L. Bernard, V. Binham, O. Ted, S.Kilbourn), among which in particular are : the energy and persistence in achieving goals; risky behaviors and originality in tackling problems; commitment to responsibility and completion of the case; initiative; self-confidence; the ability to influence the behavior of others, to structure social relationships; the desire to take on all the consequences of the actions and decisions; the ability to resist the breakup of the group.

Conclusions. So, based on the figures, obtained in the course of processing the applications, we can talk about enough deep understanding by students the of role of leadership qualities in a leaders activity.

Summing up, one can say with confidence, that the problem of education of personality leadership qualities takes a great relevance today, as leadership is the important component of the professional competencies of the modern specialist of economic profile.

Formation of leadership competencies, as the factors of development preparedness of the specialist to the professional activity, should compass purposefully in the process of professional training of specialists and that requires the special organizational and pedagogical impacts.

It should be remembered that the process of formation of leadership qualities of students during educational activity in high school a very complicated and time consuming process and requires efforts from both teacher and the students.

The list of used literature.

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