FEATURES OF THE QUALITY TRAINING OF SPECIALISTS UNDER THE CONDITIONS OF MARITAL STATE

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The relevance of the research topic lies in the fact that in the given conditions of conducting activities taking into account the martial law, enterprises and organizations of any organizational and legal form must take into account certain circumstances based on the correctness and clarity of management decision-making [1, p. 23].

It should be understood that any crisis phenomenon acts as a kind of catalyst for the implementation of effective actions and, as a result, obtaining positive results from one's own activities based on the introduction of measures related, first of all, to management activities.

The generally accepted system of risk management in the organization includes a number of elements that are implemented in several stages, namely: identification, classification and description of risks; risk assessment, which includes the choice of qualitative or quantitative risk assessment; choice of risk management methods; change of selected methods and risk assessment.

Risks in the practical activities of organizations are not static, they are transformed and depend on changes in the internal and external environment. The economic purpose of the enterprise is to produce goods or provide services. Labor, material and financial resources are combined for productive work at the enterprise. The basis of the enterprise is people united for the production of products. The enterprise forms a socio-economic system based on the interests of people. The totality of their interests affects the state of the system, which is in constant motion and development. And, therefore, the issue of risk management is quite extensive and has always attracted the attention of scientists and practitioners.

The relevance of the chosen topic is determined by the fact that the military invasion of Ukraine and the introduction of martial law in the country affects business and enterprises around the world. The global and interconnected nature of today's business environment creates a significant risk of disruption to global supply chains, which could result in significant revenue loss and a negative impact on the global economy.

The impact on the global economy may increase depending on the period of hostilities and the continuation of martial law.

The current stage of the development of our country dictates high requirements for evaluating the effectiveness of the functioning of economic systems at various levels. But the main attention is paid to the enterprise as the primary, main, independent link of the national economy, which creates specific economic benefits, and therefore is the primary basis of the national wealth of Ukraine.

The introduction of martial law prompted an urgent review of the possibilities of distance learning technologies and contributed to their implementation as the main educational technologies to ensure the continuity of the educational process in the conditions of an extreme state.

Distance learning gives higher education students access to non-traditional sources of information, increases the efficiency of independent work, provides completely new opportunities for creative self-expression, finding and consolidating various professional skills, and in turn allows teachers to implement completely new forms and methods of learning using conceptual and mathematical modeling of phenomena and processes.

Martial law demonstrated the advantages and disadvantages of distance learning technologies and the possibilities of their application in institutions of higher education.

In the case of distance learning in institutions of higher education, the active role of the teacher does not decrease, since he must determine the level of knowledge of the learner and make a decision on adjusting the training program in order to achieve the best assimilation of the material.

If necessary, the student of higher education can receive advisory help from the teacher by communicating with him online, directly using the Internet as a means of communication (web-chat, IRC, ICQ, interactive TV, web-telephony, Telnet).

For the successful implementation of distance learning, the MOODLE-based ICU system (Modular Environment of the Educational Process) is successfully used.

For the information provision of educational programs and the filling of the IUCN, the creation of an electronic educational and methodological complex of the discipline (ENMKD), which included: the educational and working program of the discipline, an electronic textbook, an electronic outline of lectures, electronic methodical materials, electronic dictionaries, handbooks, an electronic workshop with disciplines, computer test, etc.

The main advantage of ENMKD was the positive impact on the quality of educational activities of the university, namely:

- mobility and availability of educational materials via the Internet;

- quick adjustment taking into account changes in educational programs, the possibility of editing and adding relevant material;

- a structured form of educational and methodological support of the discipline;

- differentiation, individualization of training, implementation of a personally-oriented, student-centered model of training with the use of interactive teaching methods;

- increasing motivation, interest and cognitive activity due to various forms of work and providing information;

- possibilities of using audio and video materials;

- intensification of independent work, which consists in strengthening the activity of self-learning, self-control, self-assessment of the student.

ENMKD should combine a high methodological level and adaptability to the needs and opportunities of higher education seekers, to the requirements of employers and the modern labor market. In order to ensure the quality requirements of ENMKD in institutions of higher education, mandatory certification has been implemented - expert quality control of electronic educational resources of the discipline, regulations on internal certification of ENMKD have been developed. Currently, there is a task of external certification to increase the quality level of filling the content component of the information support of the educational program.

The effectiveness of the use of IOS for all forms of education, and especially for distance education, is evidenced by the support of constant communication between the participants of the educational process. The teacher and student can communicate in the virtual learning environment of the web class, online seminars (webinars), online meetings can be held; communication of the student with the teacher-consultant, students of the group, with the administrator-consultant through online chat (Online-chat), offline mail (Offline-e-mail); active means of distance learning are graphic chat, forum, bulletin board, testing, etc.

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In connection with the implementation of the Law of Ukraine "On Higher Education", which requires transparency of higher educational institutions' activities, today it became necessary to publish the results of the evaluation of participants in the educational process: higher education applicants and scientific and pedagogical employees of higher educational institutions; ensuring the publicity of information about educational programs, degrees of higher education and qualifications on the official website of a higher educational institution, which has a positive effect on the quality system of higher education. To solve this task, the university's IOS is the best educational information management tool.

In order to ensure the internal quality system of educational activity at the Higher Education Institution, a normative and legal toolkit of the system of quality assurance of specialist training has been developed, which is a set of normative and instructional provisions and is guided by the university in its activities.

So, at present, taking into account the crisis that arose in the conditions of martial law, the negative impact was felt by everyone without exception, and the educational sphere, etc.

As you know, all business structures always try to have a so-called "backup plan just in case" that will ensure the effectiveness of their activities in the event of various force majeure circumstances.

However, as it turned out, no one was ready for such a course of events as a military invasion. After all, the main provision for maintaining uninterrupted activity was only a quick change of general activity to online activity. That is, a very sharp reformatting of all "live" activity in the implementation of only all necessary functions of activity in the conditions of using Internet resources, etc.

It is worth noting that the "winners" were those structures that were the first to go online. However, there was a minority of them, first of all because the main role was played here by the field of activity, and in second place the age of the employees turned out to be an important factor, because not all employees, no matter how it sounds, are able to effectively perform their functions in the Internet environment, and also with remote access, etc.

Also, it is appropriate to note that those institutions that quickly realized that it is necessary to go online, managed to protect themselves both with activities that preserved the very functioning of the institution, and with wages, which in some cases increased several times, but again, it already depends personally on the field of activity of each institution separately.

However, in this case, it is necessary to emphasize such an element as the effective management activity of the enterprise, which was implemented together by the management and the staff, who "worked" synchronously and to ensure and support the main goal of their activity.

In another case, the time factor reflected in its delay and long-term clarification of the situation led to significant financial losses.

So, it can be safely stated that the effectiveness of management activity depends mainly on quick and correct decisions of the management, as well as its "correct" perception by the employees of this enterprise. Also, you need to understand that under such conditions it is always necessary to sacrifice something, however, usually such a "sacrifice" is always justified in the end.

References:

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