

**Kamenchuk Tetiana
Gordeeva Margarita**

PROFESSIONAL COMPETENCE IN POLITICAL ELITE

*Ushynsky University
Odesa, Ukraine*

Abstract. *The functional structure of professionalism can be represented as follows: professionalism in the application of source materials, tools, methods of applying these tools, end results, ways of transferring the source materials to the final product, the professionalism of a politician. The professionalism of a politician can be divided into the elements: professionalism in understanding and accepting the content of the norms of activity (goals, plans, programs, technologies, methods, approaches, etc.) and professionalism in the presence of the necessary abilities. Ownership of an employee by a system of professional norms is called competence.*

Keywords: *professionalism, competence, public administration, politics, professional competence.*

Max Weber offers the concept of professionalism in politics as a successful ministry to the cause without direct guidance to personal success. Yes, professionalism is defined as the ability of a specialist to solve problems arising in the activity. The level of problem solving is a more advanced type of professionalism. It is necessary to point out the difference between the two main levels of professionalism:

- the condition for solving the problem is the presence and need for implementation of the norm of activity. The solution of the problem is the immediate realization of the given norm.

- the condition for solving the problem is the need to achieve the goal in the absence of a certain norm of activity. The solution of the problem is the independent construction of the norm of activity, that is, the problem-solving problem [1, p. 118].

Professional competence is understood as a characteristic of human activity, expressing a higher degree of excellence in a certain type of professional occupation, the ability of the employee to successfully, effectively, at the proper level and under all circumstances, carry out his or her work [1, p. 56]. Professional competence is interconnected and not detached from professionalism - with such a feature of human activity, which characterizes its high skill and excellent performance of its business. Professionalism - an indicator of the professional maturity of the individual and thirst for his dedication to all his strength, abilities and talents. Professional competence and professionalism are the highest levels of manifestation of human skill in the kind of work activity in which it is occupied. Along with professional maturity -

work not less than 10 years, with work conscientious and faultless - professionalism shows the maturity of physical, social and moral. It is the merger, the combination of professional, physical, social and moral maturity, and makes a person a professional who has the highest degree in the hierarchy of human society. Only in this case, the professional becomes a representative of the elite, reaches the higher floors of social stairs.

The basic layout from which the Ukrainian administrative-political elite is recruited, is the system of civil service. From the state of professionalism in this system depends not only on the skills and abilities of representatives of the elite, but also on the level of implementation of their decisions.

The professionalism in the system of state administration at the present stage in reality includes the following provisions:

- the professionalism of the main part of the employees enables them to perform their functions;
- the professionalism of all employees without exception allows us to effectively solve the problems;
- professionalism of employees is not always consistent with the tasks to be solved;
- professionalism is revealed only in separate employees [1,p. 75].

It should be noted that the majority of civil servants are not oriented at all - what is professionalism and competence. Some professionalism include communicability, some - responsibility, diligence, part - honesty, feeling of tact (correctness). It shows not quite clear knowledge of the essence of professionalism and its states - moral, social manifestations. Typically, in addition to the above, public servants combine professionalism with qualities that express themselves as professionalism, and reflect other aspects and qualities of professional activity of civil servants. They call education and competence among the overriding and basic qualities, and the desire to constantly increase the level of professional knowledge is rare.

It should be noted that among the priority qualities in this list there are no moral principles of professionalism. For example, it is such qualities as honesty, diligence, honesty. From these data it is suggested that civil servants do not consider the moral features necessary for professionalism in their professional activities. That is, moral maturity, along with social maturity, is not yet a system-generating professional competence and professional culture.

The basic qualification requirements (experience, education) established in modern normative acts give incomplete notions about professional and personal qualities of civil servants. These criteria do not allow to fully determine the set of values that play the role of the determinant of the official behavior of the manager. What place in the professional orientation of the official occupy the interests of the service and a healthy pursuit of a career, whether he has the ability to make decisions, strategic vision and complex perception of emerging

problems? All this does not find its place in the normative acts regulating the activities of the civil service. Therefore, the following personnel selection and evaluation forms should be used in real human activities: competitions, examinations, certification, etc., which allows using different methods and procedures for assessing the professionalism of employees for the purpose of determining eligibility for the replacement of a government position. For example, questionnaires, tests, group discussions, preparation of abstracts and reports on issues related to the performance of official duties and powers, etc.

Analysis of the real state of professionalism in the sublayer layer and the correlation with normative requirements makes it possible to include the basic requirements for competence in the professional model of a civil servant. These requirements and indicators may well be applicable to representatives of the elite part of the administrative layer.

In the description of profессиogram it is necessary to include not only the description of the content of the directions of management work of a civil servant (subject of work, tasks, receptions and results of management work), and the transfer of requirements offered by the professional activities to the person of a civil servant, but also the requirements for competence, including political one.

It should be noted that today professional training and advanced training of managers and civil servants are conducted without an orientation towards the disclosure of their professional potential. The focus on professionalism and competence must be laid down in the mechanisms of personnel policy and actually implemented.

Professionalism asks the person to give his full time to the performance of his work. In this regard, I would like to consider the quality of public servants who are associated with professionalism.

Today it is extremely important that professional competence and competence be the priority criterion in the competitive selection. After all, the requirements imposed on each candidate are conditioned only by functional duties, and nothing else. Discrimination on the basis of age, sex, nationality, language is excluded. The competitive system of filling vacancies in the civil service proved its expediency, viability and efficiency. Thus, in "Proposals on the organization of studying the business and professional qualities of candidates for the filling of vacant positions of civil servants" (Kyiv-2003), Section 7 defines the basic requirements for the professional qualities of civil servants.

These basic requirements include so-called "competencies of a higher level". It is political competence, legal, economic, sociological, psychological and pedagogical, managerial, computer literacy and the practice of doing business.

Consider in the context of this study, these key components that link competence and professionalism in political and administrative activities.

1). Political competence. It should include, first of all, knowledge of the role of the state in a modern democratic society; knowledge of the structure and authority of individual branches of state power, the nature of interaction between them; the structure and main characteristics of political parties, especially their interaction with state authorities; the notion of democratic mechanisms for the formation and renewal of the political elite; the principles of interaction and the ethics of relations between the “ruling” and “opposition” branches of the political elite; about the role of the state apparatus in the implementation of state policy, the structure of the state apparatus; features of the complete set, social status, principles of interaction and relations between “political”, “patronage” and those employees whose activities are regulated by the Law of Ukraine “On Civil Service”; the main tasks, principles and methods of the Civil Service; essential features of the bureaucracy as a certain set of rational principles for the organization and functioning of the modern state apparatus, and bureaucracy as negative trends in the style and methods of the activities of state bodies and individual employees; have an idea of the forms and methods of purposeful activity with the de bureaucratization of the state apparatus, etc.

2). Legal competence. Concerning the notion of this type of competence, there is no generally accepted interpretation of it in modern scientific as political science, and legal literature.

The author of this study believes that this important from the competence of political leaders should demand the following knowledge and ability to use them: perfect knowledge of the basic provisions of the Constitutional law, as well as such branches of law as administrative, civil, labor and others; knowledge of the essence of legal norms and their interrelation with other socio-cultural norms; the ability to organize law-making activities, to possess the principles, forms and methods of organizing control over the implementation of the Constitution and laws of Ukraine; professional knowledge of the nature of the interaction and specific responsibilities of various branches and bodies of state power exercising legal control, as well as the procedure and procedures for legal examination of management documents, the nature of liability for violations of laws, etc.

3). Equally important is economic competence. Its main components should include knowledge of the main economic categories (labor, division of labor, goods, market, money, capital, price, cost, revenue, profit, profitability, investments, taxes, transfers, budget, etc.); about the essential features of the main contemporary economic concepts and the fundamental differences between them; the mechanism of functioning of the “market model” of the economy in the current unstable socio-political conditions; criteria and

indicators of economic efficiency of enterprises and organizations, methods of integrated microeconomic analysis; on the basic social and economic functions and mechanisms of wage formation; professional knowledge about the process of formation and principles of functioning of the world market; problems and prospects of integration of Ukraine's economy into the world market, etc.

4). A modern political figure is unlikely to be able to perform his duties professionally without having a sociological competence. It can be attributed to the knowledge and ability to perform in the practical activities of the main sociological categories, socio-demographic foundations of the functioning and development of society, the dynamics of the main socio-demographic indicators, goals and methods of implementing an effective socio-demographic policy, regulators of social behavior, mechanisms of socialization of person and methods regulation of this process; knowledge of the causes of anomie and deviant behavior as factors of social disorganization and social tension; on sociological aspects of crime prevention; the mechanisms of social differentiation in modern society and the main tendencies of development of social relations regarding the protection of the interests of certain social groups and the mechanism for its solution, the ability to analyze sociological aspects of the activities of mass media, etc.

5). The psycho-pedagogical competence of a political figure understands, first of all, knowledge of the basic psychological characteristics of a person and methods of their diagnosis; psychological patterns of interpersonal interaction and, in particular, communication; socio-psychological mechanisms of regulation of group creative activity; formation of effective managerial “teams”; psychology of mass social actions, etc.

6). Management competence can be analyzed as a separate component and as an aggregate form of competence in the political management process. To it, as a rule, can be attributed, first of all, professional knowledge of the essence of organization and management; knowledge and knowledge of principles and methods of organizational activity; technology of management activity, principles of its optimal methods and styles; basic methods and modern technologies of personnel management (professional selection, professional adaptation, organization of the system of continuous professional development, integrated business valuation methods, labor motivation management, regulation of labor relations, prevention and resolution of labor conflicts, etc.).

7). Despite the considerable part of the secretariat, the modern manager must know the basics of the conduct of the business in order to further enhance the competence and professionalism of its activities. To do this, he must know the types and structure of key management documents; the technology of their preparation, their classification, the organization of archives and banks of documentary information, rules of operation for the maintenance of the main types of modern office equipment, etc.

Thus, on the basis of the above, one can conclude that it is the possession of political competence that comes to the fore in relation to the requirements of senior executives. In addition, speaking about competence and professionalism in management, it is impossible not to touch upon the human rights activist of a political figure, that is, the need to perform his official duties within the existing “legal field”, to competently evaluate the responsibility of his own actions of the Constitution and laws of Ukraine, to conduct a preliminary examination of the legality of those decisions, which arrive to perform “from above”, and those whose projects are “from below”; effectively use special mechanisms and procedures for professional legal expertise in administrative decisions and their appeal, if necessary, in the relevant law enforcement agencies; to effectively use its administrative powers to prevent violations and to ensure the unconditional performance of the laws and other normative acts.

References translated and transliterated.

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Kifenko Anna

CHOIR PERFORMANCE AS AN ARTISTIC PROCESS

*Boris Grinchenko University,
Kyiv, Ukraine*

Abstract. *The given article expands on peculiarities of choir performance as a type of artistic activity. It also reports on the specific character of choir performance as a complex system of combining social, artistic and creative, vocal and choral as well as organizational elements. Choir performance is considered to be an artistic process with communicativeness and artistic sense as its main components.*

The communicative element of choir performance presents itself in such binominal pairs as: composer – musical text; musical text – conductor; conductor – choir; choir – audience; conductor – audience. These pairs give rise to recoding one “language” into another one.

Choir performance as a sort of artistic process reveals itself in the essence of the personality’s music and performing culture.

Performing culture of a member of the student choir staff can be defined as a group of personal significant qualities such as: experience of performing activity, performing competence and a complex of the performer’s music and artistic skills.

Choir performance is a complex system with social, artistic and creative, organizational, vocal and choral components. Choir performance is based on the