

ANNOTATION
on thesis of Ushatov Marat Abdikalamuly on
"Development of leadership potential of students of higher educational
institutions" for the degree of Doctor of Philosophy (PhD) in the specialty
“6D010300 - Pedagogy and Psychology”

The relevance of the research. Today in conditions of social and economic change there is an urgent need of the society morally, spiritually rich and creative people with a high level of professional and personal culture, active interest in practical involvement in the process of transformation of Kazakhstan. Family and school lay the foundations for personal identity of a young person and form stereotypes of behavior in the future, but the final formation of the person occurs in his student years.

Students are the most active, impressionable and oriented for the future young people. Therefore, the system of higher education is subject to special requirements, which are reflected in several public documents. For example, in the Address of President of Republic of Kazakhstan N.A.Nazarbayev to people of Kazakhstan "Kazakhstan's way – 2050: common goal, common interests, common future" poses the problem of the formation of highly educated, competitive, active leaders: "Our path to the future is associated with the creation of new opportunities for disclosure of potential of Kazakhstan citizens. Developed country in the twenty-first century is active, educated and healthy citizens. What do we need to do for this? First, ...We have a lot of work to improve the quality of all parts of national education. It is therefore important to give them modern programmes and teaching methodology, qualified personnel".

However, it is expected that the adoption of the State program of development of education and science of the Republic of Kazakhstan for 2016-2019 will be provided with several socio-economic efficient mechanisms. One of them is: "Training of teachers of new formation in the Republic in sufficient number and appropriate qualifications. Priority introduction of economic and social system of motivation of education workers, a flexible system of teachers' salaries, bringing it to the level of the average wage in the country and stimulating the quality of work". Thus, teachers are challenged to educate citizens to meet the requirements of companies with high intellectual and communication skills that are adapted to conditions of market competition, and are able to achieve their goals in different ways, taking into account the interests and capabilities of the group.

Despite the fact that to meet these challenges, universities have a degree, providing the formation of future specialists as a responsible, active, initiative personality, able to make decisions in their professional activities, insufficient study of the development of the leadership potential of students determines the relevance of the chosen topic.

In order to give significance to their actions, it is not enough just to possess certain qualities, you must be able to exercise their right to change unwanted conditions, having experienced a situation, based on objective factors. The problem of effective presentation of the various situations for realizing the leadership potential of students is very important. Thus, leadership capabilities and organizational skills are the foundation of activity of people from positions of civil and patriotic significance, from the standpoint of the manifestation of individual abilities.

The research work relies on the pursuit of science, covering the issues of leadership and management: N.I.Biryukov, V.V.Bovichev, E.V.Kudryashova; works devoted to the study of personal leadership: E.B.Voronov, A.G.Kovalev, E.Bogar; features of professional leadership in the institution: V.I.Vlasov, N.V.Golubeva, N.S.Zherebov, A.N.Zhmurikov, B.I.Kretov, R.L.Krichevsky, E.S.Kuzmin, B.D.Parygin, J.Berne, M.McCall, L.Poydi, R.Stogdill, F.Fidler; management and leadership in the system of higher professional education V.F.Anufrieva, U.Benin, M. Lombard, N. F.Maslov, D. Sisk, H. Rosell, etc.

The analysis of literature in the course of theoretical studies to determine the capabilities required to address the issues at stake, showed that the leadership issues were considered in works of foreign scientists in the late nineteenth and early twentieth century. In Russian science the theoretical foundations of leadership among young people was considered by two schools of thought: the first is B. D. Parygin and his disciples, the second – L.I.Umansky and A.S.Chernyshev.

A.S.Chernyshev and L.I.Umansky examined the features of leadership in group and organizations, N.S.Zarebova among children of preschool and school-age children, R. L. Krichevsky in his works dedicated to the issues of leadership, investigated the relationship of the concepts of management and leadership, and it was one of the first works on the phenomenon of leadership in the children's group. A.N.Leont'ev developed methods of action on the basis of finding a solution to the problem of leadership.

Leadership issue has been comprehensively studied in the works of Kazakh scientists such as B.T.Espolov, B.T.Kuppaev, M.A.Rakhimzhanov, N.A.Abueva, V.I.Karasev, B.Ayagan, G.Nurymbetov, A.N.Nyissanbayev, R.K.Kadyrzhanov, A. Samai and etc.

In domestic pedagogical science the problem of leadership in scientific research S. Nakonechny was considered from the perspective of the leadership qualities of the future officers, the works of B.M.Baymuhanbetov studied the issues of forming leadership skills of future primary school teachers.

However, psychological bases of professional training of teachers in higher education, psychological background of the learning process, the subjective questions in the formation of personality were considered in works of such Russian psychologists as Zharikbaev K. B., Namazbayeva J. I., Jakupov S. M., Sangilbaev O. S., Sheryazdanova H. T., Ermentayeva A. R.

For each of the studied problems are important scientific conclusion of

Baimoldayeva T. M., Zhilbayeva Zh. O., Karakulova D. K., which deal with the management of the modern secondary school.

The problem of leadership is revealed in relationship with the creative process of the subject, that is, with questions of self-manifestation of personality in the course of life in specific socio-historical situations.

Leadership potential is a systematic, integrative personality structure that reflects the totality of intellectual, motivational, emotional and strong-willed, professionally valuable qualities.

The category potential is among the general scientific concepts, methodological basis of which is important for pedagogy. Potential teaching activities implemented in the activity of the creative orientation of the personality, it is responsible for the creative play of its life. The term "leadership potential" is equivalent to the concept "creative personality", "individual creativity", "talent".

Analysis of scientific literature showed that the potential is a multivalued concept. For example, under capacity means the sum of all assets, supplies and sources, which if necessary can be used in any order. The potential associated with a degree of probability reflect any action of any function. The potential refers to a measure characterizing a wide class of force fields (magnetic, eclectic, chemical potential, etc.). The potential also refers to the ability of the individual, society, state in a certain area. In humanitarian and socio-economic spheres the potential is used synonymously with human resources, reserves, capacity and activity. Every man by heredity and possible dependence to the life experiences may have some potential.

As shown by the analysis in other fields of science, the potential is used as a synonym for the word "resources" in such phrases as "human resources", "industrial potential", "energy potential", "scientific potential", the "aesthetic potential", etc. Proof of this can serve words of L.I. Abalkin, who believed: "the potential is generalized, and total property of resources, tied to place and time."

In psychological-pedagogical literature the article considers various types of potential of personality: creative (L.V. Elagina, M.V. Korepanova, P.F. Kravchuk, L.V. Meshcheryakova, K.V. Petrov, O.G. Stepanova, E.A. Shamir, etc.), intellectual (V.I. Bogdashev, E.A. Kosmina, etc.), communicative (R.A. Maksimova, S.I. Samygina, E.N. Surkov, L.D. Stolyarenko, etc.), spiritual, spiritual-human, emotional-human (N.V. Popova, O.V. Treskin, etc.), innovative (D.F. Ilyasov, E.A. Pinaev, I.V. Rezanovich, etc.), career development (A.A. Derkach, Y.V. Sinyagina, O.V. Faller, etc.), potential teacher (B.A. Turgynbaeva), professional and pedagogical potential of the specialist (N.E. Pfeifer), professional-pedagogical potential of the teacher (R. K. Erzhanova).

Considering the different professional trajectories, the researchers came to the conclusion that "potential is a comprehensive, integrative property of the professional identity with different parts and defined conditions". Thus, O.O. Kiselyova studied the theoretical and practical basis of the pedagogical potential; A.V. Bondareva studied the problems of development of pedagogical potential through the use of elements of

technology development in the process of teaching pedagogical disciplines in physical education; the possibilities of development of creative potential was considered in works of V.G.Ryndak, Y.V.Oskolkova; R.A.Murtazina studied the development of axiological potential of students; M.V.Deneko researched the issues of development of personal potential of teachers of higher educational institutions; E.A.Leont'ev developed a technology of raising the level of development of acmeological potential of future teachers.

The above questions define the need for a thorough examination of the problem of developing leadership potential of students, however, we identified the following **contradictions** at different levels:

- the requirement of modern society to teachers with leadership potential and the absence of models, technologies and programs aimed at developing leadership potential in the process of pedagogical education;

- the presence of scientific knowledge in the educational process of the University and failure to develop leadership potential of students of pedagogical universities;

- the need and importance of development of leadership potential of students and the failure to use the proper level on the possibilities of pedagogical universities in solving these problems.

The search for solutions to these **contradictions** was the basis for selecting a topic of research as "**Development of leadership potential of students of pedagogical higher education institutions**" was defined by the aims and objectives of the study.

The aim of the research: Theoretical substantiation of development of leadership potential of students of pedagogical universities, development of its methodology.

The object of the research: complete pedagogical process of higher educational institutions

The subject of the research: the development of leadership potential of students.

The objectives of the research:

1. To determine the theoretical basis of leadership potential of students;
2. Describing the concept of "Potential", "Leadership potential", to specify the meaning of "Leadership potential of students";
3. To create a model of leadership potential of students of pedagogical higher education institutions, to identify its components, indicators and levels;
4. To establish the method of development of leadership potential of students of pedagogical universities, to test the effectiveness of the developed model in a practical way, to provide scientific and practical solutions.

The hypothesis of the research: If: the value and the concept of "leadership potential of students" will be specified: we create the model of development of motivational, cognitive, activity-related structural interrelated leadership potential of

students; also create a methodical system of developing leadership potential of students, and integrate it in the pedagogical process of higher educational institutions, we will have the opportunity to develop leadership potential of students at the highest level, because ultimately the education of the individual, meeting modern requirements of society, with increased activity by activity, this free, willing personality without the development of her leadership potential, organizational ability, aspirations for social initiatives can not be implemented.

Methodological justification of the study: the basis was taken the philosophical teachings of cognitive, theory of personality, personality-oriented theory, the theoretical conclusions of psychology and pedagogy, theory and practice of combining science, holistic, activity, systemic acmeological, axiological, synergistic approaches.

The research methods: during the theoretical work with doctoral research on the topic under study, with scientific and psychological and educational research methods were used: analysis, synthesis, from the particular to the general, from the general to the particular, the comparison; during the pedagogical experiment: the method of observation, questionnaires, interviews, diagnostic methods; when summing up the results of the research method of comparison, analytical generalization techniques; qualitative and quantitative analysis of experimental data, synthesizing method.

The leading idea of the research: the results of the development of the leadership potential of students will contribute to the increase in the activity of future teachers to socio-pedagogical work, development of a truly strong-willed, brave personality, can win over multiple people able to make the right decision in a short time.

Scientific novelty and theoretical significance of the research:

- defined the theoretical basis for the development of leadership potential of students;
- provided a description of the concepts "Potential", "Leadership potential", concretized the meaning of "Leadership potential of student";
- created model for the development of leadership potential of students of pedagogical universities, defined by its components, parameters and levels.

Practical significance of the research: methodology was developed for

- developing leadership potential of students of pedagogical universities: developed a programme of elective course "Leadership";
- designed regulations, the program of the club "Leaders";
- organized the electronic pages on the website KazNPU named after Abai;
- tested the effectiveness of the developed method experimental methods, the scientific and practical suggestions.

The results of the research, development, aimed at developing leadership potential of students, can be used in practice in higher education institutions, colleges of education, institutes of professional skills development of pedagogical staff .

The methodological rationale of the research: as the basis was taken the cognitive philosophical doctrine, a theory of personality, personality-oriented theory, the theoretical insights of psychology and pedagogy, theory integration of science and practice, holistic, activity-based, systematic, competency-based approaches.

The provisions submitted for protection:

- Leadership potential of students is the foundation of providing a level of assertiveness of followers who have mastered knowledge management, skill system and universal, characterized by the combination of professional and personal qualities and prepare for maximum teamwork.

- The model of development of leadership potential of students of pedagogical universities.

- methodology for the development of leadership potential of students of pedagogical high schools: an agenda for the elective course "Leadership" program Club "Leaders", the work of the electronic pages of the club "leaders" on the site Abai Kazakh National Pedagogical University.

Approval of the dissertation: the research on the topic of the dissertation research was conducted at the Kazakh national pedagogical University and Kazakh state women's pedagogical University. The study involved 166 students and 26 undergraduates. The students of specialty "Pedagogy and methodology of primary education", "Social pedagogics and self-cognition", "Pedagogy and psychology» participated in the research.

Approbation and introduction of results of the research: Theoretical and practical results, the basic provisions of research work has been published in the international conference:

-«Primary education in Kazakhstan and in the world: practice,the present and future» International scientific-practical conference, Almaty, 2014;

- «Actual issues of law, economy and education: the theory and practice» The 3rd International scientific-practical conference, Almaty, 2015;

- «The formation of national and worldwide professional image of competitive specialist» International scientific-practical conference, Turkestan, 2016;

-«Psychology and pedagogy: actual issues» XI International scientific-practical conference, St. Petersburg, 2016.

Publications:

According to the study we published 13 scientific works, including 3 scientific publications, recommended by Committee of control in the sphere of science and education of MES RK, 1 in a foreign publication that is included in the information database of the company Scopus, 1 textbook, 8 collections of materials of international conferences.

The structure of the dissertation.The dissertation work consists of

introduction, two chapters, conclusion, bibliography and applications. The work consists of 176 pages, 35 figures, 28 tables.