

## ANNOTATION

to the dissertation of Moldir Sultanmuratkyzy Sultanmurat on the topic «Formation of communicative leadership among students in the specialty Natural Sciences», submitted to the defense of the doctoral dissertation in the specialty «6D010300 - Pedagogy and psychology»

**Relevance of the research.** Today, the system of higher education begins to unite the domestic educational sphere with the world educational space, along with meeting the changing and increasing demands and needs. It is aimed at raising the state educational system to the level corresponding to the best world model, provides for improving the quality of the educational system based on the study of educational and spiritual needs, opportunities of the individual. In this direction, thorough work is being carried out at the state level.

In the Address of the First President N.A. Nazarbayev to the people of Kazakhstan «*Strategy «Kazakhstan-2050»: New political course of the established state*» great demands are placed on higher education institutions «Our youth must learn, possess new knowledge, acquire new skills, skillfully and effectively use knowledge and technology in everyday life. We must create all the opportunities for this, provide the most favorable conditions».

The state program of *infrastructure development «Nurly Zhol» for 2015-2019* noted, «In the field of human capital development, science and innovation reforms will be aimed at building a knowledge economy in Kazakhstan, which will be the engine of economic growth, its diversification and increase the competitiveness of the economy... For this purpose, a new system of qualifications will be created, professional standards and educational programs that meet the modern requirements of the labor market will be developed. *The state program of industrial and innovative development of the Republic of Kazakhstan for 2015-2019 sets a goal* «...increasing the availability of qualified personnel through increasing the quality of education by switching to systemic changes in all levels of education».

In this regard, bringing the higher education system to the level of the advanced educational system of developed countries, recognized at the world level, are concretized in the Plan of nation «100 concrete steps» through «improving the competitiveness of graduates and the growth of the export potential of the educational sector».

This, in turn, was indicated in the Address of the Head of state Nursultan Nazarbayev to the people of Kazakhstan «New opportunities for development in the conditions of the fourth industrial revolution» dated January 10, 2018 «Seventh. Human capital - the basis of modernization. *New quality of education. It is necessary to accelerate the creation of its own advanced education system*, covering citizens of all ages. It was noted that the assignment of significant responsibilities to higher education institutions, citing that «The key priority of educational programs should be the development of the ability to **constantly adapt to changes and assimilation of new knowledge**», *the main requirements in the implementation of these duties are specified in The President's Address to the*

*people of Kazakhstan dated October 5, 2018 «Growth of welfare of Kazakhstani people: increasing income and quality of life» «...in higher education, the requirements to the quality of training of specialists will be increased».*

*This demonstrates the continuous flow of work carried out to improve the higher education system of our country to the international level, requires continuous improvement of higher professional education of future specialists.*

The modern world is on the verge of a critical threat, as under the influence of globalization, it has become a single system for all the main criteria of public life, it is in a qualitatively changed world requires prompt and effective solutions to the issue of training specialists who have complete communicative education, professional communication skills and qualities are fully formed, able to work professionally.

Characteristics of the group created from specialists in the professional sphere, its sphere of activity, psychological characteristics of group members, professional purpose and personal influence of the leader affect the process of interpersonal relationships in professional activities. In modern socio-economic conditions, the effectiveness of professional activity of specialists is mainly determined by the level of development of communicative and leadership qualities. In this regard, there is a need to study the formation of communicative leadership of students majoring in «Natural Sciences».

Formation of personal qualities of future specialists, aspects and features of psychology of relations are comprehensively studied in the works of M.M.Mukanov, A.X. Temirbekov, K.B. Zharykbayev, A. Aldamuratov, B.A.Almukhambetov, N.N.Xan, M.A. Perlenbetov, A.N. Kosherbayeva et al.

Questions of improvement of natural sciences and scientific education in higher educational institutions are studied in scientific and methodical works of M.Yu. Korolev, Zh.B. Shildebayev, S.S. Mausymbayev, D.M. Kazakbayeva, Sh.T.Taubaeva, N.T. Tormanov, S.M. Kenesbayev, et al.

It is known that in the Paris communique of May 25, 2018 as one of the priority goals of graduates' qualification were defined «support for communication between peers, teams, management and consumers, the ability to accurately and clearly bring their informed the findings and conclusions, etc. within their concepts and skills» (Paris communique, 2018). This in turn draws attention to the importance of studying the issue of leadership formation in higher education.

Leadership issues are studied from different facets in different fields of science. In particular, were studied: in philosophy and history – Zh.Balasagun, N.Machiavelli, F. Nietzsche, M. Rogers, et al.); in sociology and economics as a «condition of the need for influence» «in conditions of uncertainty» (J. Blondel, B.Bass, P. Drukker, R. Diltz, et al.); in psychology as a factor of interpersonal influence (B.G. Ananyev, R.L. Krichevsky, A.V. Petrovsky, B.D. Parygin, J. Kengemy, et al.) in pedagogy - as a possibility of subjective-objective and subjective-subjective development of the collective (A.N. Lutoshkin, L.P. Shigapova, N. I. Yurtaeva, E. A. Tyagunova, A. Bogach, L.V. Taikova, et al.).

In the works of Kazakhstani scientists, the formation of leader and leadership is considered in the works of U.M. Abdigapparova, K.Sh.Moldasan, M.A.Ushatov,

A.M. Baykulova, A.A. Alimbekova, G.R. Aspanova, et al.

Recently, a specific social demand has been formed for the preparation of a highly qualified specialist in the system of higher professional education, it must be a communicative leader who has organizational skills, an inner desire for social activity, emotional, free, intellectual and physical strength, able to offer non-standard ideas and lead others with him.

Leadership is a set of personal qualities that make it possible to coordinate managerial, interpersonal communication necessary as a group leader. The formation of leadership - the target impact in the process of education and upbringing, the achieved result in the development of new sustainable personal qualities of the individual.

Communication is a developing process that carries out interpersonal relationships, tools for the transmission in space and the preservation of symbols and signs in the course of time. The role of a leader in communication management is determined by strengthening mutual trust, increasing the amount of information, achieving the intended goal, and other performance.

Recently, the problem of leadership in communication has received considerable attention from scientists in the fields of public relations and strategic communication. Currently, researchers from the definition of its essence and measurement to its use have studied communicative leadership.

By V.V. Bogdanov communicative leader «... this is a person who has non-trivial information from the point of view of this situation of communication, is able to express this information in the best form and bring it to the attention of the addressee through optimal language contact».

Communicative leadership in terms of analysis and development of communicative competence of leaders studied by foreign scientists (S. Johansson, S. Hamrin, V. Miller), effective leadership behavior (G. Yukl), rules of leadership communication (S. Hamrefors), communicative leadership in the organization of innovative learning (L.P. Supratman), style of communicative leadership (T. Wikaningrum, U. Yuniawan), leadership in organizational communication (F. Cooren, T. Kuhn), theory and practice of leadership communication (Brent D. Ruben, Ralph A. Gigliotti), leadership in management communication (L.R. Men). High management in the dialogue system of education on the formation of communicative leadership is reflected in the research works of T.T. Cherkashina, N. K. Abdygazieva conducted research in terms of the formation of communicative leadership among students of pedagogical specialty of higher educational institutions.

The analysis of the works of the above-mentioned scientists and the analysis of the current state in the pedagogical practice of formation of leadership and communicative leadership in higher education have shown that until now no special studies have been conducted on the formation of communicative leadership of students in the specialty of natural sciences, only its individual aspects have been considered.

Along with the theoretical prerequisites for the study of the problem, the state general education standard of 12-year education was prepared on the basis of

normative documents as practical prerequisites, which is aimed at achieving the experience of labor interaction of children from the initial stage, on the complex of subject educational competency and competence. However, 70% of graduates trained according to the standard based on the subject method operating in modern secondary schools cannot find their place due to lack of experience in the labor market. The study of curricula and textbooks on specialties «Natural Sciences», as well as the analysis of the learning process proves the unresolved issue, the wrong implementation of the content of the formation of communicative leadership among students studying in specialties «Natural Sciences».

Therefore, clearly there is *a contradiction* between the demand of society for professional education of students in the specialty natural sciences and unsubstantiated theoretical-methodological point of view of the content of education in the formation of their communicative leadership; between the need for professional education of students in the specialty natural sciences and a lack of methodological system, a unique structural model based on the system of formation of communicative leadership.

The search for the correct solution of these contradictions became the basis for our definition of the problem and the theme of the research: **«Formation of communicative leadership among students in the specialty «Natural Sciences».**

**Aim of the research:** Theoretical substantiation of the formation of communicative leadership among students studying in the specialty of natural sciences, development of methods and verification of its effectiveness in the course of experimental work.

**Form of the research:** System of training of specialists in higher educational institutions.

**Subject of the research:** Process of formation of communicative leadership among students in the specialty natural sciences.

**Scientific forecast of the research:** *if* a model will be developed and methodology of formation of communicative leadership among students in the specialty natural sciences will be put into practice, the communicative leadership of students in the specialty natural sciences will increase to a high level, because the presented model and methodology based on the theory of leadership in science, theories of pedagogical communication, on the theories of pedagogical communication and concepts of pedagogical education.

#### **Research tasks**

1. To determine the scientific, practical and methodological prerequisites for the formation of communicative leadership among students studying in natural sciences;
2. To determine theoretical bases of formation of communicative leadership at the students studying on specialties of natural sciences;
3. To develop a structural and content model of formation of communicative leadership of students majoring in natural sciences;

4. **In experimental work to develop and test the effectiveness of methods of formation** of communicative leadership among students studying in the specialty «Natural Sciences»;

**Leading idea of the research:** formation of communicative leadership of students in the specialty «Natural Sciences» affects the increase of specialists in natural sciences who have developed communicative leadership, able to show a high level of qualification, distinguished by their adaptability to world changes in the field of professional activity within the framework of spiritual revival and the fourth industrial revolution of the formation of communicative leadership among students in the specialty «Natural Sciences».

**The methodological and theoretical foundations of the research** are philosophical, psychological, pedagogical, scientific and technical foundations of the educational system; methodological foundations of the learning process; problems of modern education; professional education; pedagogical, psychological and philosophical concepts and positions that affect the development of the education content, the works of domestic and foreign scientists in the field of personal development.

**Research sources:** the official documents of the government of the Republic of Kazakhstan on the research problem, the Law of RK «About education», the strategy «Kazakhstan-2050», the programs of high professional education of the Ministry of Education and Science of RK, state standards, curricula and programs, the concept and program of informing education sphere; scientific works in the field of philosophy, psychology and pedagogy; advanced experiences, as well as pedagogical and research practice of dissertant.

**Research methods:** theoretical (analysis, conclusion, comparison, synthesis, grouping of philosophical, psychological, pedagogical and scientific-methodical literature); empirical (questionnaire, conversation, observation, test, practical-experimental works: determining and forming experiment), statistical (processing of reliability of research results from the mathematical and statistical point of view) methods.

**Research base:** International Kazakh-Turkish University named after Kozha Akhmet Yassavi and South Kazakhstan State University named after M.O. Auezov.

**Scientific novelty and theoretical significance of research:**

1. The scientific-practical and methodological prerequisites for the formation of communicative leadership among students studying in natural sciences are determined;

2. Theoretical bases of formation of communicative leadership at the students studying on specialties of natural science are determined;

3. A structural-content model of communicative leadership formation among students studying in natural sciences has been developed;

4. The methodology of formation of communicative leadership at the students studying on specialties «Natural Sciences» is developed, in experimental work its efficiency is checked.

**Practical significance of the research:** Educational and methodical complex developed for the formation of communicative leadership among students in the specialty natural sciences was introduced into the educational process:

- educational and methodical complex of elective course «Leadership theory»;

- textbook «Pedagogy. Leadership theory»;

The results of the research can be used in the process of professional training of students of the specialty natural sciences in higher educational institutions, in the centers of professional qualification improvement, in multidisciplinary colleges, in additional educational organizations.

**Principles recommended for defense:**

1. Scientific and practical prerequisites for the formation of communicative leadership of students majoring in natural sciences, research areas associated with its research in psychological and pedagogical literature are carried out through systematic, acting, axiological, personality-oriented, historical, complex approaches. Communicative leadership of a student majoring in natural sciences - the choice of effective mechanisms and skills of using influence through leadership subjectivity, communicative activity, adaptation to organizational actions and the ability to influence interpersonal communication.

2. The contents of communicative leadership for students majoring in natural sciences is viewed as knowledge that complement State educational standards, educational programs and is based on the communicative knowledge, skills, harmonious unity of the personal and communicative qualities.

3. The structural and content model of formation of communicative leadership at students of specialties «Natural Sciences» consists of target, theoretical and methodological, substantial-procedural, estimated-effective blocks, *motivational, substantial, operating* components. It is measured by the presence of motivation for communicative leadership, the expansion of systematic knowledge and concepts of communicative leadership, its effective implementation in professional activities. In accordance with these measurements, indicators set high, medium, low levels.

4. The formation of communicative leadership among students of specialties «Natural Sciences» is determined by: the development of *content* - specially designed training programs, textbooks and manuals; *organizational* - the use of various forms of work, techniques-methods, ways; *methodical* - works based on experimental verification.

**Проверка исследования.**

The main formulations and content of the research were discussed at international scientific and practical conferences:

International scientific and methodological conference «Modern process of development and future of psychological science and practice» and I Congress of founders of the Kazakh psychological society (Almaty, 2017), materials of the traditional IX International scientific conference «Zhubanov readings» (Aktobe, 2017), Uluslararası bahtiyar vahapzade azerbaycan tarihi, kültürü ve edebiyati sempozyumu tarihi ve yeri (Antalya, 2019), International scientific and practical

conference «II Yunus readings: Modernization of values of the great steppe – as a key factor in the development of science and education» (Shymkent, 2019), «Scientific and practical conference «Creativity of the teacher in the conditions of innovative education» (Shymkent, 2019).

**Publications.** In total, 11 works were published on the content of the dissertation. Including 4 articles published in scientific publications proposed by the Committee for control in the field of Education and science MES RK, 1 - in foreign publications included in the Scopus database, 5 - in the collections of international scientific conferences, 1 tutorial was developed.

**Reliability, approval and introduction to practice of the results of the dissertation research** provided the theoretical and methodological validity of the findings, the guiding principles of advanced pedagogical and psychological works, using methodological approaches to research goals, corresponding to the research goals of experimental work, the processing of results and the conclusion of an analysis of the data obtained.

**Structure and content of the dissertation:** the dissertation consists of normative references, references, introductions, 3 parts and conclusion, references, appendices.