

Conference Paper

Development of Students Social and Value Orientations Towards Training State and Municipal Management

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Abstract

The purpose of this study is to analyze scientific research in the field of training civil servants, as well as to conduct a study on the development of socially significant values of students studying in the direction "State and Municipal Management". The technology for the development of social and professional value orientations in students (by Rezer T. M., Khokholush M. S.) and the method by M. Rokeach are used to determine the students' social and value orientations development level and subjects of their personal needs that determine the life guidelines of the future civil servant. The main research results have shown that in recent years various subject areas for the training of public servants, such as the challenges and quality of education; pedagogical conditions and behaviors; professional potential development, traditions and innovations in professional activity have been actively studied. The study has shown that the ranks from 1 to 5 are occupied by the terminal values: "Health", "Happy family life", "Love", "Financially secure life", "Interesting work". In the group of the instrumental values, at the ranks from 1 to 5 there were the values: "Good manners", "Responsibility", "Honesty", "High demands", "Intransigence to shortcomings in oneself and others".

Keywords: students' social and value orientations, development, state and municipal management, state and municipal employees' training.

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1. Introduction

A necessary condition for the development and improvement of the state and municipal administration bodies' efficiency is the improvement of the training system for state and municipal employees. We regard the civil servants' social and value orientations, which, in the course of his/her professional career, determine the attitude to the position and the fulfillment of the goals and functions of the state. The development of the individual consists of making the range of his/her values, contributing to the objective values that become the life's reference points of this person. The value orientations of the individual represent the process of assimilation of the society's culture, socialization

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and education of a person [1–4]. The purposes of the study are: to analyze the main directions of researches in the system of state and municipal employees' training and to study of the students' social values development studying in the direction of training "State and Municipal Management".

2. Methodology and Methods

The method of analysis has allowed us to determine the main directions of scientific research and to highlight the least studied some aspects in the system of state and municipal employees' training:

1. Study of up-to-date problems referring to state and municipal employees' professional training. These problems include: increasing competition in the market of educational services, increasing the role of human capital as the main factor of economic development, the need to master change management technologies in order to ensure the education development, which affects the quality of training and the state and municipal employees' social values development [5, 6].
2. Definition of pedagogical conditions for the formation of professional and ethical culture among future specialists in the field of state and municipal management: assistance in developing professional behavior of civil servants that can meet ethical standards and rules; formation of motivation for effective professional activity and self-development; development of an active civil and civil servants' life position [7, 8].
3. Highlighting the state and municipal managers' training future for professional activity on the basis of motivational and cognitive assessment components, development of professional and personal potential and leadership qualities of civil servants [9–12].
4. Study of the competence level assessment for local government personnel; values, traditions and innovations in the civil servants' professional activity [13–15].

The technology of students' and professional value orientations development (Rezer T. M., Khokholush M. S.) was used as a key method of study and the method of determining the terminal and instrumental values of M. Rokeach was also used. The technology's research was carried out in the educational process of the School of Public Administration and Entrepreneurship of the Ural Federal University named after the first President of Russia B. N. Yeltsin. The respondents' characteristics are the following:

age of respondents: from 18 to 21; status of respondents: students of the Ural Federal University named after the first President of Russia B. N. Yeltsin and other universities in Yekaterinburg; the number of respondents (n= 363).

3. Results and Discussion

One hundred and eighty seven female students (51.5 % of the respondents) and one hundred and seventy six male students (48.5 % of the respondents) were involved in our study. We did not rank respondents by gender, because the quantity is approximately the same by gender. Table 1 shows the students' terminal values, and Table 2 shows the students' instrumental values.

TABLE 1: Terminal values of students.

| Item | Value | Percent |
|------|---|---------|
| 1 | Health (physical and mental) | 67.7% |
| 2 | Happy family life | 33.5% |
| 3 | Love (spiritual and physical intimacy with a loved one) | 33.5% |
| 4 | The financially secure life (without financial difficulties) | 29.6% |
| 5 | An interesting work | 28.9% |
| 6 | Having good and loyal friends; | 26.9% |
| 7 | The beauty of nature and art (experiencing the beauty in nature and art) | 25.6% |
| 8 | Creativity (possibility of creative activity) | 25.0% |
| 9 | Development (self-improvement, constant physical and spiritual improvement) | 25.0% |
| 10 | Life wisdom (maturity of judgment and common sense achieved by life experience) | 24.3% |
| 11 | Entertainment (pleasant, easy time, no responsibilities) | 23.6% |
| 12 | Public recognition (respect for others, the team, workmates, and students) | 22.3% |
| 13 | Happiness of others (well-being, development and improvement of other people, the entire nation, and humanity as a whole) | 22.3% |
| 14 | Self-confidence (inner harmony, freedom from internal contradictions and doubts) | 21.0% |
| 15 | Active life (fullness and emotional saturation of life) | 20.3% |
| 16 | Freedom (independence in judgments and actions) | 19.0% |
| 17 | Cognition (the ability to expand education, outlook, general culture, intellectual development) | 17.7% |
| 18 | Productive life (the fullest usage of capabilities, powers, and abilities) | 16.4% |

As you can see, at the first place in this age group there is the following terminal value "Health", which can be explained by the pragmatic approach of modern young

TABLE 2: Students' instrumental values

| Item | Value | Percent |
|------|---|---------|
| 1 | Civility (good manners) | 39% |
| 2 | Responsibility (sense of duty, ability to keep words) | 35% |
| 3 | Honesty (truthfulness, sincerity) | 35% |
| 4 | High demands (high demands for life and high claims) | 32% |
| 5 | The intransigence of shortcomings in oneself and others | 30% |
| 6 | Independence (ability to act independently, freely) | 30% |
| 7 | Tolerance (to the views and opinions of other people, the ability to forgive other's mistakes and errors) | 27% |
| 8 | Cheerfulness (sense of humor) | 27% |
| 9 | Rationalism (the ability to think sensibly and logically, make deliberate, rational decisions) | 24% |
| 10 | Performance (discipline) | 23% |
| 11 | Courage in defending personal views and opinion | 23% |
| 12 | Efficiency(hard work, productivity in work) | 22% |
| 13 | Sensitivity (care) | 21% |
| 14 | Education (breadth of knowledge, high general culture) | 21% |
| 15 | Neatness (cleanliness, ability to keep things in order, order in business) | 19% |
| 16 | Firm will (ability to achieve their own, not to retreat before difficulties) | 19% |
| 17 | Breadth of views (ability to accept someone else's point of view, respect other tastes, customs, habits) | 18% |
| 18 | Self-control (restraint, discipline) | 18% |

people to the main human resource that ensures their life activity. At the second and third places there are the terminal values such as “Happy family life” and “Love”, that is, a third of respondents is set to create a friendly and strong family, which confirms the mood of this age group on the value of “Love”. “Financially secure life (without financial difficulties)” is the terminal value that takes the fourth place, which corresponds to the opinions of 29.6 % of respondents, that is, one third of students are oriented to consumer relations in life. The terminal value “Happiness of others (well-being, development and improvement of other people, the entire nation, and humanity as a whole)” is ranked only 13, which is 22.3 % of respondents from the entire number. Only 21 % of respondents are self-confident and free from internal contradictions, which can also be explained by the formation and development of a person between the ages of 18 and 21.

As for the expression of instrumental social values among students, the first place is determined by their instrumental value “Civility (good manners)”, this value is supported by 39 % of respondents. It should be noted that the instrumental values “Responsibility (sense of duty, ability to keep words)” and “Honesty (truthfulness, sincerity)” were

supported by 35% of respondents. Most likely, this is the part of students who are aimed at understanding the goals and functions of the state in professional service activities at a fairly young age and consciously made a choice to study in the direction of “State and Municipal Management”. 32 % of respondents note “High demands (high demands for life and high claims)” as one of the key values. This fact can be explained by young age and expressed ambitions in this age group.

4. Conclusions

The study has revealed that:

1. civil servants’ social and value orientations should be considered as the emerging readiness of the individual to implement the goals and functions of the state.
2. in the group of the terminal values the ranks 1 and 2 are occupied by the values “Health” and “Happy family life”, and the value “Interesting work” was determined by 28.9% of respondents as well as the terminal value “Having good and loyal friends” by 26.9% of respondents, which corresponds to the ranks 5 and 6.

We consider the human potential of young people as a source of socio-cultural changes [16]. The instrumental values are changing in the process of formation and development of an individual, thus, the study will continue throughout the training period in the direction of training “State and Municipal Management”.

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