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## **Structural and Functional Features of Training Future Ecologists**

### **Introduction**

The process of training managing is functioning of structural units, organization of the educational process, implementation of functions of administrators, executives, managers, academic (teaching and research) staff, maintenance staff in conjunction to achieve the objectives in measurable results – the quality of educational services, scientific-research and design work (products) due to the essence of content management principles, methods, functions, specific industries and levels of management hierarchy in the system of governance.

### **Results and discussion**

The functions of training management include: basic – goal-setting; planning; organization; regulation; coordination and control; specific – pedagogical (educational monitoring); monitoring of labor market and employment of graduates; monitoring of training quality (performance, quality of education, training and research results, artistic and sporting achievements); training audit (University introspection of compliance of programs and training technologies, the quality of human resources); support (educational and scientific methods, information, logistics, financial, social preferences); government and industry standards (of training directions, specialties, research techniques and methods); certification (institutional, higher education establishment, or individual plans and training programs); passportization (infrastructure as a whole, educational, scientific, production, problem and research units, bases of practical training and research and teaching facilities – specialty passport); examination (licensing and accreditation – external verification of compliance); marketing (of quality and competitiveness of educational services, scientific and technical activities and products).

Constructed structural and functional model of managing training future ecologists to understand the balanced nature is: schematic representation of all organizational and educational measures to ensure the efficiency and effectiveness of the process; holistic formation that includes interrelated and interdependent components: trust, organizational and informative, diagnostic and effective [Shofolov 2013].

The target block model provides orientation process under study, the definition of strategic and tactical goals, objectives. As the purpose of the simulation process by us were considered the content and structure of training future ecologists management to balanced environmental management.

Organizational substantial component in the proposed model provides the formation of readiness specialists to the balanced environmental management. It is characterized by the basic and specific pedagogical principles (commitment, academic, planning, humanistic, humane, personification, complexity, optimization, system integrity, collegiality of unity of command, environmental justice, biosocial unity internationality, effectiveness), steps (oriented, prognostic and diagnostic, content-molding, tacking diagnostic, final – effective) organizational and pedagogical training of future environmental platform to sustainable environmental management. The control system of training specialists – a purposeful activity aimed at the definition of common objectives, content, forms and methods of work. Therefore, the goal is achieved through the implementation of specific goals and objectives, conscious establishment which provides a gradual transition to a complex target planning, which allows us to develop targeted training programs.

Organizational and managerial procedures should reflect the purpose of the preparation by organizational activities that are governed developed regulations (regulations and requirements) in order of their implementation, implementation and use. The effectiveness of expected results the applied organizational and administrative procedures should be consistent with the qualification requirements for of the future specialists in ecology.

Diversity of structural organization of training professionals, we have combined for the dominant organizational management platforms: rich in content – methodological and functional (organically combining approaches to shaping the content of the principles, methods, forms, tools of educational process, requirements and procedures for organizing, functional features and possibility of preparing); system – institutional (complex structural and organizational units to ensure the organization of training according to the requirements regulatory procedures in the application instructions and recommendations, legal provisions of generalized in the strategic development plans educational establishment); technology – information and analytical (modeling system of education and management technologies, information databases, processes, forecasting, modeling, designing correctional and regulative measures to removing inconsistencies to ensure the quality of educational services); effective – organizational and executive (for control and diagnostic, monitoring, to expert estimates in concluding conclusions accreditation and licensing procedures).

Content organizational and management platform combines the preparation of future bachelors and masters ecologists the baseline direction “Ecology, Environmental Protection and Rational nature management” (specialization –

a systematic analysis of the quality of the environment, ecological management and policy, bioecology, environmental tourism, applied ecology) and the with the “Public Administration” (specialization – public administration of ecological safety), and “Specific categories” (specialization – ecological standardization, certification, expertise) as the mandatory Education of Ukraine, selected university and student preparation of cycles.

Organizational and system-management platform combines linear functional linear functional program-based and the dot matrix kinds structural organization. The specific inherent traits of the organizational structure and content of the preparation for the intended purpose depend on various objective and subjective conditions and factors, including public management functions that are implemented in the strategy of organizational development of educational activities of higher education institutions, as well as internal conditions factors and administrative management of (human resources, scientific and methodological, material and technical, dataware).

Technological organizational and management platform unites orientate preparation of, content-molding, executive and predictive, control and effective the preparation function.

Organizational managerial procedures to of preparation future specialists balanced nature – a system of mutually agreed in a particular order, organization, functioning, coordination, regulation activation, stimulation, of forecasting and planning processes (training, cultural and upbringing, scientific, research, educational, scientific, industrial, social); operations (such as a set of actions informational, scientific and methodological support the technological support); office work (document circulation rules); the institutional combining of structural and organizational units of whose activities are aimed at achieving the goal – to preparing for future ecologists balanced nature [Rybalko 2012; Strokal 2012].

Functions (methods, forms, tools) training: orient (specialized natural sciences, socio-economic, socio-political), content-forming executive and prognostic (motivational and of values of theoretical and practical, information-analytical scientific research, design and exploration organizational and management), control (components and criteria), effective (level).

Efficient organizational and management platform training preparation of future the environmentalists assessment and self esteem results preparedness professionals to balanced environmental management. System (from the greek unit “composed of parts”) – interrelation and the interdependence of, cooperation and complementarity of, ordering arrangement kindred parts a single whole [Ridei 2011; Shofolov 2013].

The control system of training of future environmentalists provides effective achieve the goal – the process of improving the efficiency of the system components during organizational and managerial procedures, which provides meaningful impact for the permanent improved training professionals to a balanced

environmental management; under conditions of Informed systematic, planned and agreed upon differentiation of coordination types of activity aimed at the economic the interaction management different species and levels of external (administrative and educational) and internal (educational institutions); strategic – a promising development of target preparation – leaders elected for colleges and the employers partners (regional administrative and sectoral objects of management education) designed higher institutional authority; functional (tactical) – deputy head, administrators of structural and functional departments that provide a certain type of activity; operational – lecturers, curators, educators that provide educative, artistic, aesthetic, social, psychological, health-comfort and stability of educational process in the interaction with students, parents, social workers; student self – student organizations (unions, councils) and their representatives in the management academic councils scientific and methodological advice, administration in management decisions.

### **Conclusions**

To diagnose the effectiveness of functioning of the structural and organizational unit and to assess the state of activity it is sufficient to control only its strategic types that make up the basis for the elaboration of planning and control activities (individual, group, general institutional) quantitative and qualitative (expert). If an activity requires quantitatively measurable standards, they are taken as reference benchmarks (targets), and the control becomes quantitative evaluation. If the effectiveness of a certain type of work is difficult to establish, it is conducted a qualitative evaluation by the method of expert estimations.

To confirm the authenticity of the organizational and managerial procedures by expert assessments of individual and integrated indexes it was tested the effectiveness of structural and functional model of management of training experts using questionnaires. It was established that the results of expert evaluation of scientific and pedagogical staff and administrators of the university and their partners-employers do not contain significant differences in assessing the effectiveness of organizational and managerial procedures to train students-ecologists for environmental sustainable natural resource use. The obtained results demonstrate the effectiveness and relevance of the application of the developed structural – functional model for future environmental management training to the proposed organizational and managerial procedures to train students-ecologists for environmental sustainable natural resource use.

### **Literature**

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### **Abstract**

The article presents the structural and functional features of the training ecologists for sustainable natural resource use, including components: the target (goal, objectives, principles), organizational and substantive (the stages of preparation, organizational and management platform – meaningful, backbone, technological), diagnostic-score (scoring platform; criteria and levels of preparedness).

**Key words:** training management functions, organizational platform and procedures, structural and functional components, training control system.