

SUMMARY

The Subject Matter of the Graduation Thesis: Career management as a factor of motivation and stimulation of staff of modern organizations (on the example of the Municipal budget educational institution secondary school № 27).

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The Information about the Contracting Authority: The municipal budget educational institution secondary school № 27.

The Topicality of the Research. The relevance of the research topic due to:

- first, the need of system organization of the increasing professionalism of teachers, ensuring the education system with highly qualified and motivated teachers, the thing which at the moment is one of strategic directions of development of the state;

- second, the crisis in education, and their background the need for effective staff management in educational institution. In terms of staff shortage and turnover rate schools are forced to find internal resources to ensure the educational process at a qualitative level;

- third, the career development of teachers plays an important role in the life of a professional, in the organization activities and also in the development of the society as a whole that condition the necessity of the development of strategic and tactical bases of the process.

The Objective of the Research: to develop strategic and tactical bases of career development as a factor of motivation and stimulation of pedagogical staff.

The Tasks of the Research:

- to conduct a theoretical analysis of systems of motivation and stimulation as the conditions for career advancement of staff;

- to identify the nature, contents and purpose of business career of the staff in modern organization;
- to determine the capacity of the business career management, as an element of motivation and stimulation of staff to efficient labor;
- explore the specifics of staff management in the municipal budget educational institution secondary school № 27;
- to perform career opportunities of teachers in the professional activities in the municipal budget educational institution secondary school № 27;
- to develop strategic and tactical bases of career development as a factor of motivation and stimulation of pedagogical staff in the municipal budget educational institution secondary school № 27.

The Theoretical and Practical Significance of the Research. The results of the study allow to extend theoretical understanding about the specifics of managing secondary schools and about the specifics of staff management in school. General theoretical and practical findings of the study will be useful for school directors in terms of the creation of the motivational environment conducive to career growth of the modern teacher. The results and regulations reached in the course of the research career opportunities of the modern teacher, can be used in the activities in the municipal budget educational institution secondary school № 27 in order to implement the strategic and tactical bases of the professional career development of teachers to improve the quality of pedagogical staff that ultimately will contribute to develop the school.

The Findings of the Research. The analysis of the qualitative composition of the staff of the municipal budget educational institution secondary school № 27 and their ideas about the possibilities of development of own career allowed to conclude, in the particular case the general negative trend of high school is reflected: an acute shortage of young and talented pedagogical staff, the loss of motivation to development and self-development of teachers who work in the school, the reduction of personal achievements, low social and economic status,

the lack of clear criteria for career and professional growth in the background of existing opportunities to build personal career development etc.

Psychological problems are imposed on these career limitations. The profession of the modern teacher is associated with different types of tension that causes teachers a number of problems of a psychological nature, for example:

- emotional exhaustion;
- depersonalization;
- reduced working productivity (reduction of personal achievements).

Recommendations: Considering the interdependence of career and professional growth, the impact of economic status on the career, conditions conducive to career growth we propose the budget educational institution secondary school № 27 use the following management levers to optimize the situation.

As a strategic framework for professional and career development school № 27 is recommended to implement the algorithm implementing career strategies of teachers, including a documented promotion; taking into account the possibility of the individual and the organization the organization of the system of professional psychological training and diagnosis, personal orientation, and organizational skills.

Tactical basics of management career and professional development of teachers of the municipal budget educational institution secondary school № 27 will be targeted on management of young and talented teachers, including the sequence of specific actions:

1. Acceptance of installation on talent, a certain way of thinking;
2. Make your offer attractive;
3. To rebuild a strategy to attract teachers;
4. To ensure the process of continuous development of pedagogical staff;
5. Differentiation of teachers.

To retain the most valuable and promising pedagogical staff the administration of the municipal budget educational institution secondary school № 27 should learn how to effectively manage a comprehensive program to retain the

most valuable employees. An effective system of staff retention should be introduced gradually. First explore the reasons why employees leave the company, and then based on the obtained data to develop a comprehensive program for the retention of the most valuable teachers of the school.

The basis of competitiveness of educational services secondary (high) school is the quality of education. Components of quality education are: 1) the quality of education of graduates and pupils; 2) the quality of the educational process. System-forming factors of the educational process are: 1) the quality of the educational program; 2) the quality of the school staff; 3) the quality of students potential; 4) the quality of the educational process means; 5) the quality of educational technology; 6) the quality of management of educational systems and processes. The solution of these problems requires, first and foremost, to implement progressive economic, staff, legal, social technologies that increase the efficiency of the schools, the center of attention which is the teacher's personality.