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B.F. MALESHEWSKY AND THE THEORY OF LONG-TERM FINANCIAL OPERATIONS

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Abstract. Currently, the number of publications on the quantitative assessment of financial transactions, often based on foreign publications, is growing every year. However, in Russia in the XIX - early XX centuries, one can find many works on quantitative financial analysis, which have not lost their significance to the present. And, of course, the invaluable contribution to the development of domestic financial mathematics of the outstanding scientist and statesman Boleslav Fomich Maleshewsky. The notes briefly present the life path of Maleshewsky and give a description of a part of the scientist's fundamental work devoted to the theory of long-term financial transactions. Opinions of the contemporaries of Maleshewsky about his research are given.

Keywords: political arithmetic, financial mathematics, financial computing, insurance, statistics, long-term financial operations.

The year 2020 provides an occasion and opportunity to recall the very first Russian publications on financial and commercial calculations, to show how successful and popular they were, and what impact they had on subsequent publications. This year marks 175 years since the publication of the "Guide to Political Arithmetic" G.K. Brun (1806-1854) and the 170th anniversary of the publication of "Merchant Arithmetic" by A. Steinghaus (1810 (?) - 1894) [2, chapter 6]. In these notes, we especially note the 130th anniversary of the publication of the fundamental work of Boleslav Fomich Maleshewsky (1844 - 1912), "Theory and Practice of Pension Cash Boxes." E.M. Chetyrkin (with a monograph published in 1992 associated with the revival of financial mathematics at the present time) considers the work of B. F. Maleshewsky to be an early fundamental publication in Russian containing methods of financial mathematics [3, p. 7].

Little is known about the life path of Maleshewsky. He was among the best graduates of the Warsaw Main School, which allowed him to receive

a candidate of mathematical sciences upon presentation of a written work. Maleshewsky later received a master's degree. Since 1869 he is in private service, and since 1892 - in the public.

After working on the Southwest Railway, Maleshewsky has been the Director of the Special Chancellery for the Credit Department of the Ministry of Finance since 1894, is a member of the Scientific Committee of this Ministry and a member of the Council of the State Bank. At the St. Petersburg Polytechnic Institute (now the University) at the Economics Department, Professor B.F. Maleshewsky lectures on probability theory and financial computing. Note that he was part of the original faculty of the economic department, where he was elected on October 2, 1902. By the beginning of the 20th century B.F. Maleshewsky becomes an undercover adviser.

It should be noted right away that Maleshewsky was not engaged in financial calculations as such in the broad sense of the word, and his work, which will be discussed later, was aimed at bringing "feasible benefits to the relatively new pension business on the railroads" [4, v. 1, p. I]. On May 30, 1888, the Highest Approval of the General Regulation on Pension Boxes for Employees on Private Railroads followed. Instead of previously existing insurance offices, a law from the same number obligated the establishment of pension insurance funds, which, as was written at that time, were based on "strictly scientific principles of insurance life". Establishing and developing pension funds of this type on solid grounds is possible only using the results of probability theory and the sufficient development of mortality statistics. It was also necessary to have calculation tables compiled on the basis of data on mortality among railway employees. Work on such tables was entrusted by the Ministry of Railways to the Master of Physical and Mathematical Sciences B. F. Maleshewsky.

As a result, in 1890, Maleshewsky's solid and fairly voluminous work, "Theory and Practice of Pension Cash Desks", was published, devoted to the mathematical theory of evaluating long-term financial transactions, mathematical statistics, and insurance theory. According to contemporaries, this work of Maleshewsky at the end of the XIX - beginning of the XX centuries was the only complete guide both for theoretical acquaintance with the organization of pension funds and for their practical devices, and was "a complete encyclopedia of the theory of life insurance" [5, p. XIV].

This work was published in the form of three books (with a total length of 1750 p.) And an Addendum (272 p.), Which outlined special sections of higher mathematics necessary for understanding the work. The first volume (562 p.) Was called "The Mathematical Theory of Long-Term Financial Transactions" and, in addition to the main material, contained auxiliary

tables for financial calculations (130 pages). Determining the subject of the book, Maleshewsky proceeded from the point of view that the pension funds operating at that time on Russian railways would have substantial capital in the future and there would be a task to acquire interest-bearing securities that generated the greatest income, and in the Ministry of Railways attached great importance to solving this problem. Maleshewsky presented in the first volume the mathematical theory of financial transactions that are of a long-term nature, since, in his opinion, "rent theory should ... constitute a natural introduction to pension theory, the formulas of which represent a significant analogy with the first formulas" [4, v. 1, p. I].

The first part (588 pages) of the second volume was devoted to mathematical statistics, and the second part (600 p.) To the theory of life insurance. When setting out the mathematical theory of statistics, Maleshewsky considered his main task to present the achievements of this branch of science applicable "to practical calculations relating to such pension funds, which are based on scientific principles and strictly insurance principles" [4, v. 2, part 1, p. I]. In the second part of the second volume, Maleshewsky presents the theory of insurance of various kinds of pensions in parallel with the theory of life insurance in general, since, according to him, firstly, there is a close relationship between them and, secondly, by 1890, "in Russian literature, as is known, there are no special essays on life insurance in general" [4, v. 2, part 2, p. I]. And even by the beginning of the XX century, not much literature on insurance theory was published in Russia, and Maleshewsky's work stands out in a very short list of works.

To facilitate the reading of published volumes (and generally the specialized literature on the mathematical theory of insurance), Maleshewsky prepared an Addendum in a separate book, which presented the following sections: the basis of the theory of finite differences, interpolation, summation, the approximate calculation of certain integrals, the solution of simple equations in finite differences, as well as some theorems and problems from probability theory. The choice of these sections of higher mathematics was determined by the possibility of their use for solving problems arising from insurance. The author notified readers that some issues of a purely theoretical nature were not considered, since he had "in mind mainly the practical side of the subject" [4, Addendum, p. I].

This article will dwell a little more on the contents of the first volume. Here is a brief table of contents in order to have a more substantive idea of the book: interest and discount; permanent annuities; variable annuities; determination of the size of growth in permanent annuities; theory of loans and their repayment; interest-bearing securities, lottery interest-free and

interest-winning tickets; auxiliary tables for financial calculations. As you can see, all fundamental concepts and methods are outlined, on which numerous applications of a special nature are based. In the essay, you can find information of a historical nature (for example, about percentage, first conversions). Significantly less space is devoted to short-term operations, since they did not correspond to the tasks of pension funds themselves. In presenting the material, Maleshewsky universally uses the apparatus of higher mathematics. All relations and formulas are derived and proved, and when deriving each formula, it is always explained from what considerations it is obtained and for what purposes it is needed.

Attached to the first volume are financial tables computed specifically for the purpose of pension funds. Moreover, as the author indicates, such tables are not found in published at that time collections of tables for financial calculations. The well-known and usually placed in such collections tables Maleshewsky does not bring up in his work.

The structure of the book gives an idea of the necessary, according to Maleshewsky, basic amount of knowledge in the theory of long-term financial transactions, which should be possessed by the senior management of pension funds. However, the material with which the book is filled is so well selected and presented that it turned out to be basic not only for workers in a fairly narrow field, but also for all specialists, to one degree or another, related to long-term financial operations. Recall that in Russia at that time books devoted to precisely this topic were not published. We can only mention the work of G.K. Bruna, published 45 years before the publication of *Theory and Practice of Pension Cash*.

The sequence of presentation of the material by Maleshewsky was preserved (with varying degrees of generality) and in similar books on topics many decades later (for example, see the widely known work of E.M. Chetyrkin [6]). Of course, there are changes in connection with the development of both the field of financial computing and computer technology. However, the initial, basic premises remained the same and a strict analytical approach to solving financial problems, which V.F. Maleshewsky demonstrated in the first volume (and, of course, in other volumes) of his work, is still important.

Highly appreciating the whole work of Maleshewsky and characterizing the first volume, I.I. Kaufman (1847-1915) in 1891 wrote: "Both in the completeness ... of tables and in the completeness with which all the results of mathematical research, old and new, are summarized in the text, Maleshewsky's work now leaves homogeneous literature works of others far behind, especially French and German" [1, p. 319]. The significance of this

assessment is reinforced by the fact that the doctor of political economics and statistics, Illarion Ignatievich Kaufman, was a well-known scientist involved in studying the finances of Russia and foreign countries, the history of finances, and financial statistics.

What is important to note, the work of Maleshewsky was of interest not only for the establishment of insurance-type pension funds. So I.I. Kaufman believed that the first volume of Maleshewsky's work "outlines the basics of computing public debt" [1, p. XIX], which are used in the development of statistics on these debts, which was an urgent task at that time. However, as Kaufman argued in 1891, "until very recently, there was absolutely no manual in Russian for studying the aforementioned techniques" [1, p. XIX]. In this sense, the appearance of Maleshewsky is of great importance. However, appreciating the work of Maleshewsky, I.I. Kaufman nevertheless believed that the materials of Theory and Practice of Pension Cash Desks were accessible only to readers with a strong mathematical background. But this is not accidental: the complexity of the problems under consideration requires the widespread use of mathematics.

The style of presentation of the material, rigor and clarity testify to the mathematical education of B.F. Maleshewsky. And in his essay, he often uses the results obtained in the works of mathematicians. As for the field of financial operations, it is not clear from the text of the work what Maleshewsky himself did and what other authors did. If we talk about the first volume, we can speculate that Maleshewsky deeply comprehended and systematized the results of almost all studies of long-term financial transactions published in foreign books.

Of course, the great merit of Maleshewsky is the use in composing the latest results obtained, which were published in the journals "Journal of the Institute of Actuaries" and "*Journal des actuaires francais*". It is absolutely possible to state, as Kaufman writes [1, p. 319], that many tables were calculated directly by Maleshewsky (or under his guidance). Work on the tables continued in the future.

Maleshewsky sought to give his work the character of such a guide, which, according to him, would possibly lead to comprehensive studies, which naturally led (despite the limited time available to the author) to significantly increase the volume of the entire book. However, the author approached the selected material very carefully and critically. So, for example, he did not consider Pineto tables to determine the size of growth, since "the calculation method is very long and the tables are very extensive, while the results obtained on them are less accurate than on the Ashar table" [4, v. 1, p. 210]. True, Maleshewsky does not use the work of

Pineto mainly because it was printed in Russian and, therefore, was publicly available, and, for example, the tables of Auchard - were in the French edition. This fact once again indicates that Maleshewsky brought together and summarized the results, published mainly in foreign publications.

Maleshewsky books give an idea of the level of financial and mathematical education that potential readers should have. The presence of such trained readers (and certainly the practical value of the work) is indirectly indicated by the fact that the successful establishment of insurance-type pension cash registers on the railroads began in 1891 and the total number of employees provided by these cash registers was constantly increasing. Note that, according to Maleshewsky, senior technicians and directors of insurance companies were almost always elected from among well-known mathematicians. However, a high level of mathematical education was required by their subordinates. By the way, Maleshewsky's first volume on p. 412-419 gives (as a separate paragraph 224) a conclusion on the so-called Morgan formulas, which belongs to F.N. Adelyung, who was the head of the pension fund of the Ivangorodo-Dombrovskaya Railway and whom Maleshewsky thanks in the foreword for his help in working on the book. The importance of studying the mathematical theory of insurance by pension office employees was also confirmed by the experience of other countries. In particular, Maleshewsky cites the example of England, where even the insurance technicians were presented with "very significant, in the scientific sense, requirements, despite the fact that such technicians always stand, although temporarily, under the direct supervision of experienced managers, namely senior technicians and directors of insurance companies" [4, v. 2, part 2, p. II-III].

The sections covered by Maleshewsky were an essential basis for the course "Higher Financial Computing", which was considered by a remarkable financier and accountant, Professor N.S. Lunskey (1867-1956) as a branch of applied mathematics dedicated to the study of issues of financial science accessible to mathematical analysis (in particular, public credit), statistics and political economy (in particular, mortality laws and life insurance). In this regard, it is necessary to mention the Moscow Commercial Institute (now the Russian Economic Academy), in which at the beginning of the XX century at the Economic Department this course was taught for the banking, insurance and pedagogical groups of the commercial and financial cycle.

Maleshewsky no longer published works on the level and significance of "Theory and Practice of Pension Cash Desks" in the field of financial computing. But what was done was a significant contribution to the es-

establishment of financial computing in Russia. Indeed, before the publication of the main work of Maleshewsky in Russian literature on long-term financial transactions, according to such a specialist as I.I. Kaufman, there was practically nothing. A similar situation, as already noted, was in the field of the theory of life insurance [see Savich, p. XIV]. However, after the year 1890, "Russian literature, enriched by the work of Maleshewsky, ... undoubtedly was immediately raised to a great height by this" [1, p. 319].

It is curious that Kaufman does not mention the work of A.I. Tolvinsky (1850-?), Published in 1890 under the title "Capitalization of income", in which the author tried to give a theoretical justification for the methods of valuing property for various types of income. Undoubtedly, Kaufman was familiar with all the available literature in one way or another relating to the topic of long-term financial transactions, all the more so published in Russian. And such works were generally extremely rare. He left quite a negative review on the book of A.N. Glagoleva (1853-1906) published in 1891. "An elementary theory of long-term financial transactions" [1. p. 319-320]. However, not a word about Tolvinsky's work. Perhaps this situation once again emphasizes the significance and role of the work of Maleshewsky.

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FACTORS AFFECTING THE ECONOMIC EFFICIENCY OF PRODUCTION

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Summary: Due to the implementation of measures aimed at increasing the efficiency of social production, the economic result obtained in different sectors of the economy or in each firm and enterprise is an absolute measure of efficiency. Efficiency is a relative indicator; here the efficiency is compared to the costs that cause it. There is no question of efficiency without efficiency.

It is very important to determine the economic efficiency of the role of the state in the economy and the activities of enterprises and to study its economic nature. In general, the correct calculation of economic efficiency is crucial in justifying decisions and determining the trends of economic development and social progress of the firm and the enterprise.

In order to properly assess the economic efficiency of social production, its criteria and indicators must be clearly substantiated from a scientific, theoretical and methodological point of view. Because it is impossible to evaluate and manage any socio-economic process without criteria and indicators that fully and accurately reflect the quantitative and qualitative aspects.

Keywords: social production, economic efficiency, production resources, efficiency criteria, efficiency indicators, international division of labor.

The basis of economic development in any society - along with other economic measures - is to increase the efficiency of social production.

It is known that the purpose of social production is to meet the needs of members of society, as well as society as a whole for its future socio-economic development with various labor products and services. To achieve this goal, first of all, the national wealth and economic potential of the society must be fully used, and the economic efficiency of social production must be increased. Economic growth and efficiency, which reflects the lev-

el of meeting the needs of the created product, if on the one hand improves the living standards of the population, on the other hand, it depends on the content and conditions of labor. This issue also plays an exceptional role and is very important in the technical means and technology that underlie social production.

Although efficiency is directly related to the technology used, it cannot be increased without taking into account the capabilities of the factors of production in the first place.

Economic efficiency is the application of technological production methods due to their usefulness so that the values of the factors involved in production are optimal for the planned volume of production. In other words, an efficient method of technological production is also considered to be economically efficient if the alternative values of the factors of production mobilized to achieve the intended volume of production are kept to a minimum.

Due to the implementation of measures aimed at increasing the efficiency of social production, the economic result obtained in different sectors of the economy or in each firm and enterprise individually is an absolute measure of efficiency. Therefore, efficiency can only have an economic content, because the improvement of economic indicators, such as increasing output, lowering its cost, increasing labor productivity, based on technical and organizational improvements in production, ultimately leads to an increase in economic efficiency.

The economic efficiency of the implementation of any organizational and technical measure is defined as the ratio of the economic efficiency obtained in a given unit of time to the quantity of living and materialized labor engaged in its production. In other words, efficiency is a relative indicator; here the efficiency is compared to the costs that cause it. There is no question of efficiency without efficiency. The transition of the country's economy to market relations requires a new approach to economic efficiency, the application of new rules and methods of its calculation. Thus, the market mechanism requires the distribution of limited production resources at the disposal of society in order to ensure maximum satisfaction of needs. The efficient use of limited production resources requires the fulfillment of two conditions - the correct allocation of resources and the increase of economic efficiency of production through their economical use.

It is very important to determine the economic efficiency of the role of the state in the economy and the activities of enterprises and to study its economic nature. In general, the correct calculation of economic efficiency is crucial in justifying decisions and determining the trends of economic

development and social progress of the firm and the enterprise. In order to properly assess the economic efficiency of social production, its criteria and indicators must be clearly substantiated from a scientific, theoretical and methodological point of view. Because it is impossible to evaluate and manage any socio-economic process without criteria and indicators that fully and accurately reflect the quantitative and qualitative aspects.

The criterion of efficiency is the end result of production activity, and the end result is the efficiency brought by the costs of production. Productivity in itself cannot give an idea of the efficiency of social production, because it is an absolute figure, unrelated to the costs that create it. In order to move from efficiency to efficiency, from criteria to performance, efficiency and costs must be compared.

An indicator of efficiency is the quantitative ratio of efficiency to costs, a qualitative characteristic of the efficiency of social production. It should be noted that if the economic efficiency of production, on the one hand, implies the intensification of the efficient use of production resources, on the other hand, requires full accounting of costs - in order to reduce them on a regular basis; Objective assessment of the efficiency of production, in other words, the correct determination of the ratio of the cost of its implementation with the efficiency of the economic measure, as a result, ensures the management of the process of reproduction.

An economic system based on market relations is based on special interests. From this point of view, the interests of different social groups and institutions differ from each other, and these interests often differ from the public interest. Therefore, the criterion on which the state is based in the preparation and adoption of economic decisions differs from the criterion on which the management of the enterprise is based. Thus, the main purpose of the government is to improve the welfare of the population. It is the main guarantor of the development of the economic system and economic growth in the country. From this point of view, the criterion of economic efficiency of social production at the macroeconomic level is gross national income. The level of gross national income reflects the level of economic and social security of society. The difference between the levels of socio-economic development of individual countries is determined by the gross national income per capita. Thus, the result of the country's economy can be considered as gross national income as a criterion for the efficiency of social production. The correct calculation of the economic efficiency of social production does not end with the acceptance that the criterion of efficiency is gross national income. No less important is the study in detail of the composition of public labor costs, which lead to an increase in gross

national income, the economic content of the costs that make it up, and the procedure for their inclusion in the calculation. Its scale, history of study, its role in increasing the economic potential of the country, the impact of its use on the efficiency of social production, its importance in economic development and social progress, etc. There is no analogy to the cost element as a capital investment.

The need to quantify the economic efficiency of production requires a system of indicators that can be used to fully and accurately determine both the efficiency and the cost of obtaining it.

The economic efficiency of production is formed due to many factors that affect both the results of production and costs. The reduction in costs is reflected in savings in live labor, material costs and investment in fixed assets. All this shows that the level of use of factors of production determines the economic efficiency of production.

Factors that increase the economic efficiency of production mean the conditions that ensure this increase. These factors include all the means that affect the production process and its results. The most important of them are:

- application of the achievements of scientific and technical progress to production;
- concentration, combination, specialization and cooperation of production;
- Improving the organization of production and management;
- raising the qualification level of employees and improving labor organization;
- Proper placement of enterprises and optimization of production of different types of products;
- taking advantage of the international division of labor, etc.

It is known that for the production process to take place, first of all, capital investment must be made in order to create certain production funds. The economic efficiency of each entrepreneurial activity is ultimately determined by the ratio of efficiency to capital investment. Profit at the macroeconomic level - gross national income (final product), and at the enterprise level - value added, profit, etc. happens. Thus, when analyzing the factors of increasing the economic efficiency of production, it is necessary, firstly, to minimize the amount of capital investment, and secondly, to identify resources to increase profits by reducing the cost of production. If the first depends on the development of construction and its perfect organization, the cost of machinery and equipment, etc., the second depends directly on the production of fixed assets, labor, raw materials and materials, etc.

Scientific and technical progress plays an important role in increasing the economic efficiency of production. As mentioned earlier, scientific and technological progress is a process that involves the development of scientific research, the creation of new, more sophisticated tools and objects, technological processes, methods of organizing production, labor and management.

Improving the efficiency of production creates conditions for the further development of social infrastructure and the solution of social problems. Accordingly, the first form of expenditure is socio-economic and the benefit from these expenditures can be considered as socio-economic benefit. The costs associated with the development of social infrastructure, both nationally and at the firm level, are essentially "net" social costs, but ultimately progressive changes in social infrastructure also indirectly affect the economic performance of production. All these costs are related to either increasing production efficiency or improving working conditions.

Mechanization and automation of production, application of new technological production methods, more efficient materials, advanced forms of organization of production and labor, etc. helps save labor time, materials, energy, increases production and thus reduces unit costs. Assimilation of the achievements of scientific and technical progress leads to the technical reconstruction of the country's economy, increasing the efficiency of production and product quality, improving the living standards of the population. The concentration of production has a significant impact on increasing the economic efficiency of production. The enlargement of enterprises to the optimum level allows for the introduction of new, high-performance equipment, thereby improving the use of fixed assets and reducing the amount of depreciation per unit of output. It significantly reduces the administrative costs per unit of output, has a positive impact on the use of material and energy resources. However, this idea not only denies the technical, economic and social necessity of creating small and medium-sized enterprises, but also conditions it. The combination of production significantly reduces the cost of raw materials and energy per unit of output. The complex use of raw materials in many industries allows to produce additional products with the same amount of raw material costs, which significantly reduces the cost of production. The specialization and cooperation of production increases the mass production of different types of products, facilitates the application of special, high-performance equipment, allows to automate production and apply flow-through methods of production organization. As a result, wage costs are reduced, and volatile costs per unit of output are reduced due to increased production.

The organization of production, as it is known, is the implementation of complex measures for the effective linking of live labor with the material elements of production in specific socio-economic conditions. Proper organization of production at the macroeconomic level requires the selection of an efficient sector structure, the proportional development of economic regions and sectors of the economy. This is an important part of the state's economic policy. The organization of production within industries is manifested in its optimal concentration, selection and justification of the effective size of enterprises, their specialization, cooperation, combination and placement. One of the strategic factors in increasing the economic efficiency of production is the country's accession to world economic relations, the use of opportunities of the international division of labor. It is known that the basis for economic relations between countries is the existence of complementary and complementary industries. One of the main problems facing any country is employment. In this regard, certain steps can be taken to ensure employment through the involvement of economic resources in the economy. However, at a certain level of economic development, when the ability to use extensive factors tends to decrease, the country's specialization in the production of absolute and comparative advantages increases the efficiency of production. On the other hand, it allows attracting available resources to more efficient production. Thus, the international division of labor is an objective process that contributes to the deepening of economic relations between countries on the efficient distribution of goods and services. This leads to the formation of an efficient sectoral and territorial structure of social production for countries and a deeper and closer interaction of national economies.

Summarizing the above, we can conclude that the economic efficiency of production:

- dismissal of employees or their involvement in production in connection with changes in the productivity of the product;
- the possibility of saving on capital investment due to changes in the stock capacity of the product or waste from it;
- reduction of construction period and reduction of its estimated cost, etc. such factors affect. Comprehensive and purposeful use of all factors of economic efficiency of production allows to achieve economic growth, increase the competitiveness of products.

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MACROECONOMIC PROBLEMS OF LABOR MARKET DEVELOPMENT IN RUSSIA

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Annotation. The relevance of this topic is determined by the fact that changes in the labor market reflect problems in the demand and supply of labor in the country, and also affect the needs of most people. The article discusses the main macroeconomic problems of the development of the labor market in Russia for the period 2017-2019 and provides comments on these problems.

Keywords: labor market, employment, unemployment, population, wages.

The labor market in Russia occupies an important place in the system of economic relations. On the labor market there is a clash of interests between people of working age and employers representing various organizations. Relations in the labor market affect the needs of most of the Russian population.

For the development of the country, it is necessary, first of all, to increase the welfare of the population, reduce its poverty by developing effective employment, which ensures sustainable economic growth. However, the current situation on the labor market in Russia has a number of macroeconomic problems that require certain solutions.

The most relevant macroeconomic problems of the labor market are as follows.

1. Reducing the resident population of Russia since 2017. The average resident population in 2017 was 146,842,402 people, in 2018 was 146,830,576 people, and in 2019, 146,764,655 people.

To predict the population in the Russian Federation, various methods

are used. The method of scientific research, based on the dissemination of previous and current trends, relationships, patterns for the future development of the forecasting object, is called extrapolation.

Extrapolation refers to the moving average method, which will be used in making the forecast of the population of the Russian Federation in this article.

The Moving Averages method is a well-known method of smoothing time series. This method allows to exclude random fluctuations and obtain values that correspond to the influence of the main factors.

Table 1

The indicators used to build the forecast

| Year | Population | Moving average | Relative error |
|------|-------------|----------------|----------------|
| 2015 | 146 405 999 | | |
| 2016 | 146 674 541 | 146 640 980 | 0,02 % |
| 2017 | 146 842 402 | 146 782 506 | 0,04 % |
| 2018 | 146 830 576 | 146 812 544 | 0,012 % |
| 2019 | 146 764 655 | 146 778 564 | 0,009 % |
| 2020 | 146 790 570 | | 0,02 % |

We will calculate the moving average according to the following formula:

$$M_n = \frac{Y_{n-1} + Y_n + Y_{n+1}}{3},$$

where M_n is the moving average;

Y_{n-1} – population for the previous year;

Y_n – population for the current year;

Y_{n+1} – population for the next year.

$$M_{2016} = \frac{Y_{2015} + Y_{2016} + Y_{2017}}{3} = \frac{146\,405\,999 + 146\,674\,541 + 146\,842\,402}{3} = 146\,640\,980$$

$$M_{2017} = \frac{Y_{2016} + Y_{2017} + Y_{2018}}{3} = \frac{146\,674\,541 + 146\,842\,402 + 146\,830\,576}{3} = 146\,782\,506$$

$$M_n = \frac{Y_{n-1} - Y_{n-2}}{3} + M_{n-2}$$

Having calculated the moving average for all periods, we build the forecast of the moving average for 2019 according to the formula:

$$M_n = \frac{Y_{n-1} - Y_{n-2}}{3} + M_{n-2},$$

where M_n is the moving average;

Y_{n-1} – population for the previous year;

Y_{n-2} – population 2 years before the forecast;

M_{n-2} – moving average 2 years before the forecast.

$$M_{2019} = \frac{Y_{2018} - Y_{2017}}{3} + M_{2017} = \frac{146\,830\,576 - 146\,842\,402}{3} + 146\,782\,506 = 146\,778\,564$$

We calculate the unemployment rate for the forecast period (2020) using the following formula:

$$Y_n = \frac{Y_{n-1} - Y_{n-2}}{3} + M_{n-2},$$

where Y_n is the unemployment rate;

Y_{n-1} – population for the previous year;

Y_{n-2} – population 2 years before the forecast;

M_{n-2} – moving average 2 years before the forecast.

$$Y_{2020} = \frac{Y_{2019} - Y_{2018}}{3} + M_{2018} = \frac{146\,764\,655 - 146\,830\,576}{3} + 146\,812\,544 = 146\,790\,570$$

We will calculate the average relative error using the following formula:

$$E_n = \frac{|Y_{\text{actual}} - Y_{\text{calculated}}|}{Y_{\text{actual}}} * 100\%$$

$$E_{2016} = \frac{|146\,674\,541 - 146\,640\,980|}{146\,674\,541} * 100\% = 0,02 \%$$

$$E_{2017} = \frac{|146\,842\,402 - 146\,782\,506|}{146\,842\,402} * 100\% = 0,04 \%$$

$$E_{2018} = \frac{|146\,830\,576 - 146\,812\,544|}{146\,830\,576} * 100\% = 0,012 \%$$

$$E_{2019} = \frac{|146\,764\,655 - 146\,778\,564|}{146\,764\,655} * 100\% = 0,009 \%$$

$$E_{2020 \text{ total}} = \frac{E_{2016} + E_{2017} + E_{2018} + E_{2019}}{4} = \frac{0,02 + 0,04 + 0,012 + 0,009}{4} = 0,02 \%$$

Interpretation of values of the average relative error to assess the accuracy of forecasts:

$E < 10 \%$ – forecast accuracy is high;

E from 10% to 20% – accuracy is good;

E from 20% to 50% – satisfactory accuracy;

$E > 50 \%$ – accuracy unsatisfactory.

$E_{2020 \text{ total}} = 0,02 \% < 10\% \Rightarrow$ forecast accuracy high.

The dynamics of the resident population of Russia is negatively affected by the low birth rate and high mortality rate [5, 9].

In the Decree of the President of the Russian Federation dated May 7, 2018 No. 204 “On National Goals and Strategic Tasks of the Development of the Russian Federation for the Period until 2024”, one of the main goals of national development is to ensure sustainable natural growth in

the population of the Russian Federation.

The Government of the Russian Federation approved the Unified Plan for the achievement of the national development goals of the Russian Federation for the period until 2024, which will also ensure a natural increase in the population of the state.

In the framework of the national project "Demography", by 2024 the target value for the country was set at the level of "1.7" for the birth rate. At the same time, we cannot speak about simple reproduction of the population without achieving a total birth rate of 2.15.

In this regard, the policy implemented at the federal and regional levels to stimulate fertility and support families with children comes to the fore

2. Under the current conditions, it seems necessary to adopt a long-term, decades-long strategy of national conservation, and its legislative, organizational and financial support.

General aging of the population. The population of Russia over the age of 60 in 2018 was 31 614 216 people, and in 2019 32 002 389 people. The demographic forecast shows a gradual increase in the population over working age. For example, in 2025 this number will be about 35,094,700 people [1, 5, 8].

3. Insufficiently coordinated development of the main factors of production. The possibility of reducing unemployment and increasing the level of employment directly depends on the degree of intensity of investment aimed at creating new jobs, as well as the rate of economic growth. In addition, heterogeneity of demand for labor continues to persist throughout Russia. Most of the jobs are in the Central Federal District [3].

4. Low wages for most of the population. According to Rosstat, in 2018 the population living below the poverty line was 18.9 million people, or 12.9% of the total population of the country, and in 2019 - 18.1 million people, or 12.3% of the population. The population of Russia living below the poverty line is enormous, but there is a noticeable tendency towards its reduction. Irregular wages are also observed: as of December 1, 2019, wage arrears were owed to more than 43 thousand people and amounted to 2 billion 907.8 million rubles [2, 7].

5. Decrease in the number of workers employed in science and education. The number of these employees in 2017 was 5,405.4 thousand people, and in 2018 - 5,363.3 thousand people. Over the study period, this number decreased by 42.1 thousand people [4]. The outflow of workers from the field of science and education entails a decrease in the number of organizational and technological innovations, innovative developments. Another problem in this area is the lag in the market for educational ser-

vices from the demands of the economy.

6. The discrepancy between the structure of demand for labor and the structure of its supply. Often, the professional level of employees does not meet the new requirements, but the education system does not fully take into account these requirements of the labor market. Hence there is an oversupply of certain specialties, for example, economists and lawyers [6].

7. The insufficiently high economic efficiency of the sphere of employment in the Russian Federation. It manifests itself in such moments as:

- lag behind developed countries in labor productivity;
- the presence of an excessive number of employees in organizations (administrative and support units);
- forced underemployment;
- hidden unemployment;
- shadow labor market.

8. The main areas of the labor market:

- excess of labor supply over demand (increase in the number of labor resources);
- increase in actual unemployment;
- the fact of illegal labor migration.

The role of the state in the improvement and development of a single economic space, which covers the entire process of production, distribution, consumption of created products, is undeniably important. Providing control over the economic situation requires the active participation of the state in the economy and the labor market, as its constituent part. The efforts of the state to solve the problems of the development of the labor market in Russia are the basis for the qualitative development of the labor potential, which, in turn, should lead to sustainable economic growth.

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DIGITALIZATION OF LOGISTICS PROCESSES IN SUPPLY CHAINS: TRENDS 2020

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Annotation. The article considers the main trends in the development of digitalization of logistics processes in supply chains. The main trends in the development of e-Commerce logistics are presented. The introduction of digitalization of logistics processes in the activities of agricultural enterprises is considered.

Keywords: digitalization, logistics, logistics process, deliveries, logistics solutions, logistics analysis.

According to TMR, the volume of the global e-Commerce logistics market in 2019 amounted to us \$ 122.2 billion, while according to forecast estimates, it will reach us \$ 781 billion by the end of 2024 [1].

With the growth of e-Commerce and the increase in the number of retailers, consumers are expanding their opportunities to choose the most acceptable product offer. This leads to increased competition between on-line stores for quality customer service due to fast and reliable order fulfillment.

As a result, the main trends in the development of e-Commerce logistics are the maximum expansion of online merchants' product offer and its approximation to end consumers, as well as the increase in the relevance of last mile delivery. This is confirmed by the behavior of the main players in the e-Commerce market.

For example, the Amazon online store invested more than \$ 13 billion in activating 50 warehouses for acquisition between 2013 and 2019. This made it possible to offer consumers hundreds of thousands of product items and ensure their delivery on the next day after the order [2].

Walmart, an international trade giant, has made significant investments in the development of warehouse logistics through the construction of six acquisition centers. This ensures that online purchases are delivered within two days of placing the order.

Other retailers are also trying to get as close as possible to end users by organizing warehouse and transport logistics on their own or by collaborating with 3PL-logistics operators in the market. This is much easier for sellers who use an Omni-channel approach to trade organization and, in addition to an online store, have a network of stationary objects where part of the inventory can be placed. As a result, the delivery of goods takes on the character of last mile.

In logistics, last mile delivery is defined as the movement of goods from a transport hub to the final destination of an order [3]. The purpose of using this technology is to deliver the ordered goods to the consumer as quickly as possible.

In this case, the load on consignators increases, which must move a large number of goods at a faster pace. If previously processing orders took an hour, now it takes a few minutes. The demands and expectations of consumers are growing, and up to 25% of them are willing to pay for additional delivery of goods on the day of the order.

In addition, delivery of goods on the day of order placement is projected to reach 25% of the global market share by 2025. Logistics costs for last mile delivery in 2019 were estimated at more than us \$ 1.35 billion [3]. If in a traditional retail network, the cost of completing and transporting items on the last mile principle is from 4 to 9% of the sales volume, in an online store it is from 15 to 18% [2].

This situation leads to the search for optimal logistics solutions by on-line sellers. For example, in order to ensure delivery of goods on the day of order, eBay acquired the British courier service Shute in 2013, which allowed using the existing infrastructure and leading IT technologies. Amazon Fulfillment Services has signed an agreement with Air Transport Services Group (ATSG), the world's largest owner and operator of a converted Boeing 767 cargo plane, to provide air cargo services [4].

The growing demand for last mile delivery encourages market operators to change their approaches to organizing logistics activities, increasing the use of crowdsourcing, digital automation, and intelligent technologies [2].

Using apps like Uber and Yandex. Taxi involves using smart technologies to track order fulfillment. Using the Internet, smart technologies and sensors can successfully track deliveries in real time [3].

Consumers and consignators can receive SMS messages, email messages, and even track order movements on Google. However, it should be noted that in combination with electronic registration devices (ELD), the use of intelligent technologies for tracking last mile delivery will only grow [3].

One of the most promising areas of global business today is the development of agriculture. Leading agricultural enterprises are actively searching for and implementing high-quality innovative solutions that can increase production and sales. Now the main challenge of the world's innovation and technological processes is the development of agriculture, which is aimed at the dynamism of agricultural production through the use of advanced technologies. This will affect the economic stability of the state; the level of income of enterprises; the demand of the population for products due to the inclusion of additional costs in its cost price, and so on. According to UN forecasts, the world's population will exceed 9 billion people by 2050. The world's food resource needs will double. That's why, one of the most promising areas of business today is the agricultural sphere [1].

Agricultural enterprises need a new approach to organizing planning in supply chains. In the process of business planning, the most widely used programs are Comfar (UNIDO), Project Expert, Project Manager, Success, and others. Over the past decade, the activities of many agricultural enterprises have changed radically and continue to change thanks to it technologies. The agricultural business depends on such factors: natural and meteorological conditions, the use of large and expensive equipment, a large staff of employees, the need to optimize logistics and warehousing, the need to monitor the condition of plants and animals-this determines the special requirements for services of IT companies [4].

The efficiency of using the mobile part of the main resources of agricultural enterprises is achieved by making the most efficient use of all available vehicles and tractors. Integration with GPS monitoring systems also allows you to monitor the movement of all mobile assets of an agricultural producer in real time and respond in a timely manner to significant delays or deviations from the route [1].

Great opportunities for effective use of agricultural enterprises' resources are provided by the use of smartphones and mobile applications that can carry out: vehicle tracking and control; driver control; reminder and warning; support and support. All the necessary information is provided by such programs as: Farm Works Mobile, SST Stratus, SMS Mobile, AGRO-GPS Mobilbox and others [4].

In the Russian and foreign markets, there are information technologies for effective use of agrolistics technology in agro-industrial enterprises. The software product, which is produced by ESRI (USA) ArcLogistics 9.3, is a tool for planning and optimizing the operation of a fleet of vehicles. However, this product is rather expensive and costs about \$ 12,5 thousands. Also, one of the software products for agrolistics is TruckStops,

a product of MicroAnalytics. TruckStops. Using TruckStops allows firms to reduce the cost of delivery, improve the service offered to customers, offer cost-effective routes, and increase administrative management. But the disadvantage of the product is also the cost of the program, which is about 1 650 us dollars [4].

The introduction of automated logistics solutions in the supply chains of agricultural producers allows you to achieve savings in fuel and lubricants costs and working time in the first month of operation. These intelligent solutions improve the quality of product preparation, reduce the risk of spoilage and significantly reduce crop losses, which average 6.6% for grain transportation. Modern logistics solutions allow you to take into account the factor of weather conditions: some products are optimally collected in dry weather; another - after rain, and some types of products – after light freezing, as this affects their quality characteristics and further storage [5].

Programs of logistics analysis and simulation and logistics modeling play an important role in the modern digital side of the development of the entire national economy. Logistics software is aimed at optimal and fast solution of tasks of planning, operational regulation, control and information and technical maintenance of the logistics chain, coordination of actions between its participants (manufacturers, suppliers of resources, sales companies, consumers) and elements of the logistics infrastructure (logistics centers, operators, freight forwarders) to establish an effective logistics process.

Logistics information systems can be traditionally divided into organizational and coordination, operational and dispositive.

The first, i.e. organizational and coordination, are aimed at planning production, allocating resources, designing the logistics chain, optimizing and optimizing its functioning, as well as activating production reserves if necessary. For example, the SAP Integrated Business Planning – Starter Edition program is used for supply chain planning in small and medium-sized businesses.

The second (operational) ones are mainly of an Executive nature and are implemented at the administrative level. First of all, they are designed to ensure timely implementation of two key functions of logistics management – control and regulation of the movement of material flows in the logistics system. These are «Videotrans», «Gonrad», «ISCIS», «Espase Cat» [1] and many others.

The third – dispositive, are formed at the local level on separate sections of the logistics chain and are aimed at solving specific tasks for managing production stocks, accounting for them, completing cargo, materi-

als, and organizing their transportation. For example, there is a logistics software «WAMAS» (the third class of logistics software) for managing intra-warehouse processes.

«WAMAS» performs a number of functions:

- 1 – service (logistics customer service);
- 2 – control and monitoring (General monitoring of the logistics process, elimination of all obstacles and violations);
- 3 – adaptive (bringing all logistics processes (warehousing, shipment, commission, i.e. warehouse work on acquisition, freight forwarding, transportation, packaging, packing, etc.) to the warehouse in accordance with the requirements and established standards).

On an integrative basis, the above-mentioned specialized software is used by the logistics information system «Jungheinrich», which has a modular structure (one control module for hydraulic stackers, other transport and warehouse equipment, also a client module, a program module for cross-controlling various trains, a packaging model, a module «3D warehouse», a cargo tracking module). It has an important feature is the implementation of the main principle of computer technology development – «plug&play», that is, the ability to connect any third-party programs; it serves as a software intermediary between the management system of warehouse cargo transportation facilities and the main logistics system at the modern enterprise «Warehouse Management System (WAMAS)».

An outstanding place in the field of logistics software is occupied by information technology systems such as OLAP (online analytical processing), that is, systems for analyzing multidimensional data in online mode. In fact, the entire modern retail network in the form of supermarkets is built on them. These information systems are based on relational databases implemented in the format of the so-called OLAP cube (hypercube) using the well-known mathematical schemes «star» and «snowflake».

OLAP systems themselves can be multi-dimensional (when special spatial schemas of input and processed data are created), hybrid (when relational tables are formed for input and processed data), and relational (when relational tables are created for data input and additional multidimensional tables are created for processed data).

Technically, OLAP logistics systems can be virtual or physical. In virtual systems, the calculation of processed data, i.e. aggregates, is not performed automatically, but only on a separate special request from system users. Queries are often written in the DDL, DML, PMML, XML, DAX, and, of course, SQL programming languages.

The functioning of physical OLAP systems is necessarily accompanied

by automatic preliminary calculation of aggregates entered by the system into a separate multidimensional database. These are programs such as: «Microsoft Analysis Services» as part of the relational DBMS «Microsoft SQL Server», «Oracle / Hyperion EssBase», «Cognos», and so on.

Practical experience shows that the use of this class of logistics software is rather expensive, and establishing an effective system with suppliers requires additional highly qualified personnel; this creates major obstacles to the widespread use of these technologies, especially in small retail stores.

Conclusions. So, the rapid development of e-Commerce makes drastic changes in the organization of logistics activities and necessitates the use of modern technologies by online retailers in order to ensure their competitiveness.

For making rational management decisions in logistics processes (supply chains), modern technologies allow identifying shortcomings and risks in technological processes. Introducing innovative technologies into the activities of modern enterprises, investment funds work not only as strategic plans, but also as tactical opportunities, saving land, production, labor and financial resources of enterprises.

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SELECTION OF ELEMENTS THAT DETERMINE THE STRATEGIC PROGRAMS OF THE FIRM

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Summary. In modern conditions, one of the most urgent and pending tasks is to improve the mechanism for the development and implementation of strategic programs in firms and companies in accordance with the appropriate market level. Factors necessary to show competing companies whether they are strong or weak recommend the development of a strategic group card. This method allows you to get a visual idea of the industry as a whole and the companies involved. This is especially important when the number of companies entering the industry is large and it is difficult to compare them individually on individual indicators.

The position of each company in the general field (low level, medium level and high level) is known and their competitiveness is determined. Knowing the activities of the closest competitors in the business and their short-term and long-term strategic plans is one of the most important aspects of maintaining competitiveness. The study and analysis of competitors' activities is the basis for each company to determine the right strategy.

Keywords: company, strategic programs, market strategy, business entrepreneurs, consumer requirements

The development of a strategy raises the question of how to achieve the main goal. This is the main scientific-methodological and practical issue of management. The goal here is to achieve any concrete result, and strategy is a means to that end. So, an organization's strategy is a set of actions and attitudes that managers take to reach an end result. Naturally, the main criteria begin with an examination of the company's internal and external capabilities to address the issue of strategy development, provided that it is financial and strategic goals. Because without a proper

assessment of these opportunities, the strategy can not be determined correctly, and the risk is extremely high. The company's strategy is based on a combination of two parts:

1. Programming of thoughtful and purposeful activity;
2. Substantiation of activities related to the implementation of required actions and decisions in the event that the event does not proceed as expected.

This means that the intended or planned strategy is not yet an actual strategy, but only a part of it, and the second part is a strategy that is quickly adopted by management in response to changing conditions. The latter can occur for the following reasons:

- The emergence of large, fundamental and new levels of technical and technological changes;
- Successful introduction of new products by competitors to the market and their sale;
- Changes related to the emergence of new laws or government decisions;
- Changes in state policy, selection of a new market strategy;
- Changes in consumers' tastes or propensity for other products, etc.

All of this suggests that the intended strategy would be better viewed as a set of decisions that result from the planned strategy and the response to what is happening around it.

The formation of the strategy can be seen as a training and development mechanism in entrepreneurship and strategic thinking.

The main task of the entrepreneur is to formulate a strategy so that it can respond to changes in all internal and external worlds, new directions and trends in the activities of rival firms, changes in consumer desires and needs, as well as changing conditions and conditions of entrepreneurial activity.

An entrepreneur who wants to be more active and long-term, of course, must be more sensitive to the business environment, show his business acumen and timely comply with the wishes and desires of consumers, in which case he must make some changes in strategy. Therefore, prudent entrepreneurship should be fully coordinated with the formation of a clear strategy. Otherwise, the entrepreneur can expect two disasters.

1. Focus on outdated strategies. In this case, if the rapid changes in the environment do not awaken the weak entrepreneur, if he does not make an urgent renewal, the firm will surely fail.

2. Be in a waiting position until the current strategy faces negative consequences. Of course, in this case, the entrepreneur who follows the daily

success has to take action late because he does not think about tomorrow, in which case he loses to rival firms, and innovation in strategy leads to a waste of time, additional costs and market losses.

More agile and business entrepreneurs are characterized by the following features:

- To what extent do they boldly implement new strategic opportunities;
- To what extent do they intend to leave competitors behind, preferring new equipment and technology;
- Often pay attention to improving the work of the organization;
- What is the level of risk for any random variability that can be expected in connection with innovation?

Due to the nature of the work, the technological process and other similar reasons, making changes in the strategy at once in the whole company can sometimes have unpleasant consequences. Therefore, strategic innovations implemented by a skilled entrepreneur first in one department and then in another (or in others) do not allow to take risks. In addition, due to the long-term nature of the changes in the strategy, they face small changes in accordance with the requirements of the environment, both during and after their implementation.

However, this does not mean that the strategy cannot be formed at once. Especially in times of crisis, when new organizations or companies are formed, the strategy is defined and implemented at once. First of all, the company's strategy requires addressing the following issues:

- How to expand the business, bringing its coverage to a new level;
- How to meet the needs of consumers, production of modern products;
- Implement more productive technological processes, not to lose in the fight against competitors;
- Resist any changes in the market;
- How to use each division of the company more efficiently;
- How to achieve strategic and financial goals;
- How to organize the company to operate for a longer period of time.

Although the issues that need to be addressed are common to all companies, depending on their specific characteristics, these requirements may expand and change in content. In particular, depending on the various organizational and legal forms defined by law, companies can grow, merge, separate and have international status. In each case, the above issues may take a different form.

In addition, changing the goal of the strategy may identify new content strategies. For example, the strategic goals of competing companies are to reduce costs in one case, to gain a wider market in another, to change

any indicator of output (for example, to burn less gasoline per 100 km or to increase the speed per hour in the shortest possible time). 100 km, etc.) or the desire to serve a certain group of consumers, and so on, set different strategic goals.

So, the strategy is different for each company, but it does not fit into a single framework and is a product of more free thinking and the existing conditions.

It should also be noted that in many cases, the strategy is not disclosed as an enterprise (company) secret, as it is mainly the goal set by the entrepreneur, and can be kept secret at certain times.

In general, the factors that affect the definition of a company's strategy or the features that need to be considered are as follows:

- Measures to increase revenues in the short term;
- Organization of more efficient management of units and production groups with the main function;
- Measures to protect against the dangerous effects of competitors and external factors;
- Measures aimed at taking advantage of new opportunities (new technology, new products, access to foreign markets, mergers or cooperation agreements of rival firms, etc.);
- Organization of sustainability and weakening of the existing conditions;
- Organization of the company's revenue growth and development of new business areas;
- Responding to any changes in the industry (changes in demand, changes in government policy, increasing competition and secularization, inflation problems, the emergence of new potential competitors and the departure of the old from the business world, etc.);
- Increased tolerance for long-term competition and its maintenance;
- Increase (or decrease) the range of products released under the current conditions, improve quality indicators and improve service culture;
- Expanding the range of products and services or narrowing it in response to the needs of potential customers.

Thus, in order to develop strategic programs in accordance with market conditions, the requirements of innovative management systems must be met: the study of the main trends in the development of the economy, education, science. In this case, special attention is paid to the basic concepts of innovative activity.

The development of a strategic goal and relevant authority, the definition of goals and the adoption of a strategy are the main issues in the process

of developing development directions. All this determines the direction of development of the enterprise, ensures the achievement of the ultimate goal by setting its short-term and long-term goals. All of the above together form the strategic plan of the firm, the company. Large companies, which are constantly improving their economic strategies, develop strategic plans for each year by reworking formal strategic planning, and this plan is distributed among managers and employees. In some cases, such plans are communicated orally to managers and employees, not in writing.

The function of implementing the strategy means the question of how to implement the strategy to achieve the set goal. It is known that the effective implementation of this work requires high levels of specialization and skill levels of employees. Although the implementation of the strategy is a practical matter, it also has administrative tendencies. It mainly consists of the following:

- creation of an organization that can successfully implement the strategy;
- develop a financial plan that can focus all its resources on the success of the strategy;
- pursue a policy aimed at supporting the strategy;
- Develop incentives for employees that play a mobilizing role in achieving their goals.

If necessary, to achieve an optimal division of labor and a successful outcome in the implementation of the strategy, subject to possible shifts between them:

- to create consistency between its incentive system to achieve the set goal;
- to establish working relations within the company in such a way that all opportunities are aimed at the successful implementation of the strategy;
- coordination and joint approach to work within the company should be formed in such a way that each individual contributes to the improvement and implementation of the company's strategy on a daily basis;
- pay special attention to continuous improvement of work style and application of practices;
- The implementation of the strategy should always be accelerated and the level of implementation should be raised by instilling a sense of leadership in the implementation of the strategy and among the participants.

In this process, the administrative issue is to compare the level of implementation of the fact with the program of the strategy and to identify and eliminate deviations.

Thus, the application of the strategy is a combination of practical ad-

ministrative work, work organization, financial planning, political policy, the use of incentives, the use of cultural methods of management.

Based on the research conducted and economic research, it is considered expedient to put forward the following conclusions and proposals in accordance with our analysis processes:

-In general, attention is paid to technological factors to improve the mechanism for implementing the strategic program. These technological factors are: (research experience, opportunities to improve production processes, opportunities to launch new products), factors of production (production at lower cost, higher quality, proximity to raw materials, the ability to find a more skilled workforce, high productivity availability, etc.), factors in distribution and distribution (good sales distribution ability, wholesale and retail market, low sales costs, fast delivery, etc.), marketing service (accurate and quality sales system, level of service and technical assistance, wide range of products, high level of packaging and design, quality assurance and flawless service life, etc.), level of specialization (high level of specialization in service, experience in design, ability to create new products, ability to apply new techniques and technologies, etc.), organizational opportunities (strong information system, ability to react quickly to changes in the market, extensive experience, etc.), other facts rlar (get and maintain the highest image, generally lower costs, convenient location, polite employees, patent protection, easy access to investment, etc.).

-In order to determine the attractiveness of the field, managers should pay attention to the following factors: clarification of the development potential of the field, clarification of its scope; the effect of the main driving forces on the field (positive or negative); entry or exit of key companies (sometimes a new company can reduce the attractiveness of the industry, and sometimes the exit of the weakest company increases the attractiveness of the industry); reliability and stability of demand (seasonality, economic stages, changes in consumer preferences, the emergence of substitute producers, etc.); strengthening or weakening of competitors; problems and difficulties facing the field; future uncertainties and the degree of risk; the impact of driving forces and competitive conditions on future revenue growth or decline.

The main external threats are: the emergence of a competitor with lower costs, increased production of substitutes, weak markets, barriers to exchange rates and international politics, tightening of technical conditions, hegemony of consumers or suppliers in the market, changes in consumer tastes, unacceptable demographic changes, facing recession and hardship, etc.

These strengths and weaknesses, as well as each of the favorable situations and threats, have a positive or negative role in the overall position of the company. Of course, the main task of the leader is to determine the impact of the above factors separately and take the required measures depending on it. In this case, it is planned to update the current strategy in accordance with the new policy and eliminate all the above disadvantages in the future.

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TOWARDS NOONOMY: HUMANS, TECHNOLOGIES AND SOCIETY IN THE SPACE OF ASSOCIATED PRODUCTION AND CONSUMPTION

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Abstract. First months of 2020 likely marked the beginning of a new stage in the economic and social development. This stage is tied to a systemic crisis. The author believes that the fundamental cause behind the crisis can be found in the need to transition towards new formats of economic and social organization, i.e. the noonomy and the new industrial society of the second generation. One of the main attributes of such transition is the transformation of ownership relations as a basic institution of the socioeconomic system. Main directions of this transformation are bound to the evolution of intellectual property relations and the development of the sharing economy. The development of the sharing economy constitutes a major change in the structure of the economy that overlaps with the change in the nature of ownership relations, as we transition to a new quality of social development – the NIS.2 and the noonomy. The sharing economy serves as a transitional economic formation that combines both applied economic and non-economic drivers. Moreover, we are observing the diffusion and dilution of ownership rights and the development of the association of ownership, as we gradually move towards the NIS.2 and the noonomy. The author's analysis allows for the conclusion that technological progress is neither the ultimate goal nor the supreme value in the modern world. Humans and human life serve as the ultimate goal and supreme value.

Keywords: Noonomy, new industrial society, sharing economy, transformation of ownership, global issues.

Introduction

Fundamental provisions of the concept of a new industrial society of the second generation (NIS.2) and noonomy postulate the upcoming transition to a new awareness of the human existence, values and objectives accompanied by the departure from 'zoo' principles [Bodrunov, 2018b] that

are typical of the modern economic paradigm towards promoting human and social development under the emerging noocriteria platform. These core provisions recently received unexpected validation. First months of 2020 likely marked the beginning of a new stage in economic and social development.

It started with faint signs of a new financial crisis and the oil shock and continued with the increasingly powerful outbreak of COVID-19. Combined, these phenomena presented the humanity with issues that until recently seemed purely hypothetical and, for the most part, drew the attention of only social philosophers and futurologists. These global threats highlight the importance of ensuring health, livelihood and security as opposed to economic growth and profit.

Global problems that have aggravated sharply in 2020 validate our general conceptual conclusion: the humanity can and should move towards the noonomy [Bodrunov, 2018a]; progress towards the noonomy is an objective trend that can be hampered only by a global catastrophe (technological, environmental or socio-political) which can occur if we maintain and further develop negative trends of current global economic development.

Ownership Matters

Ownership constitutes one of the most important categories of relations and, consequently, is a fundamental institution that ensures progress (if it can rise to current technological challenges) or regress (if it is incapable of servicing tasks posed by the technological and social progress) of the economy. We consider technological shifts as a critical factor that causes shifts in the public order, which, in turn, deliver us to the threshold of the NIS.2. Changes in the technological base of production are accompanied by changes in all production components, including the nature of labor, product and production management. *But the most important aspect that we would like to emphasize is that all these changes engender changes in economic relations and in the nature of ownership relations endemic to this new generation of industrial society.*

We should pay special attention to the evolution of intellectual property relations because they regulate the economic turnover of knowledge – the main resource of modern and, in particular, highly promising production. In this field, we see the emergence of such phenomena as crowdsourcing, Wikinomics, free software, open source, copyleft, etc. that promote free access to intellectual resources. At the same time, there is rather stiff competition for intellectual property enclosure. This situation correlates to two conflicting trends in the development of ownership relations that can be

observed in the modern economic system: (1) intensification of privatization, and (2) dilution of ownership rights to the point of complete disavowal of ownership.

Transformation of ownership relations is a contradictory matter. On the one hand, there is the trend towards alienating ownership from the majority and concentrating wealth in the hands of 1% of the population, which David Harvey dubbed 'dispossession' [Harvey, 2003, p. 144-149]. On the other hand, there is a directly opposite trend which entails the removal of appropriation, allocation and even use relations through developing formats for joint performance of these functions by a potentially unlimited number of actors. In this article, we are not going to address the first trend. The second trend will be referred to as the issue of 'disavowal of ownership'.

Manifestations and formats of the latter trend are well known and actively developing in the modern economy. They include various formats of co-ownership, sharing, co-consumption, co-working, co-living, etc. This trend is known under different names, i.e. collaborative consumption, collective consumption and gig economy, but the most popular term is 'sharing economy'.

Towards Noonomy: Sharing

We would like to point out that the sharing economy is not a purely modern phenomenon. Its manifestations can be traced to archaic communities. For example, Russell Belk studied the similarities and differences between relevant archaic relations (including reciprocity-based commodity exchange and gift giving) and the sharing economy [2010, p. 718-720]. Philipp Mosmann explored more contemporary examples of the sharing economy that existed in the twentieth century in small local (predominantly rural) communities, including cooperatives [2019, p. 32-33].

Still, the sharing economy attracted wide scholarly attention only in the beginning of the twenty-first century, and this surge of interest was caused by rapid growth of new sharing formats reliant on modern information and communications technologies. The second decade of the twenty-first century saw a spike in the number of publications on the sharing economy (see Fig. 1)

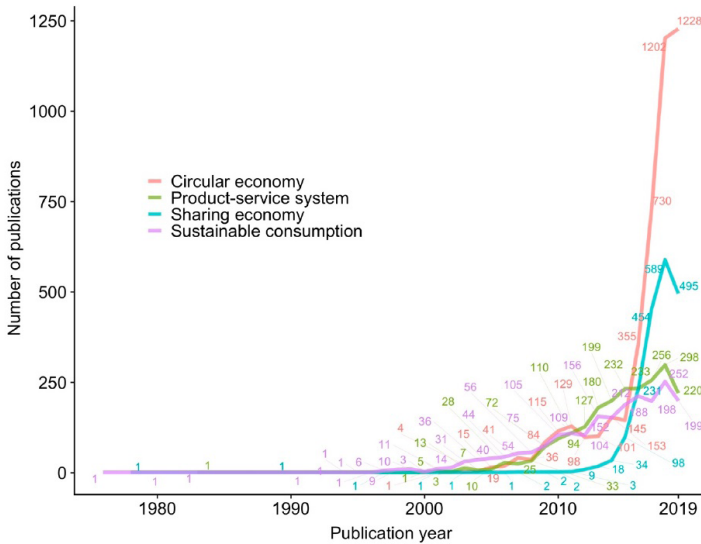


Fig. 1. Comparison of the number of publications in some subject areas of the modern economy, including the sharing economy (data retrieved from Scopus on Sept. 2, 2019).

Source: [Laurenti et al., 2019, p. 9]

All researchers, regardless of this scholarly affiliation, agree that "[i]nstead of buying and owning things, consumers want access to goods and prefer to pay for the experience of temporarily accessing them" [Bardi, Eckhardt, 2012, p. 881]; "people don't fundamentally want *stuff*. What they want is the *stream of services* that stuff provides over time" [Munger, 2016, p.391]. When they opt for co-living, carsharing or coworking, actors avoid such negative aspects of ownership as encumbrance, dependence on the object and ownership functions, liability, etc.

Let us identify **main blocks of the sharing economy**. They are as follows: distribution of miscellaneous owner rights between various economic actors (shareholders, managers, employees, etc.); joint use of production factors (coworking, leasing, outsourcing, etc.); collective consumption (carsharing, co-living, etc.); and prosumerism (merger of manufacturing and consumption).

The development of the sharing economy constitutes a major change in the structure of the economy that overlaps with the change in the nature of ownership relations, as we transition to a new quality of social develop-

ment – the NIS.2 and noonomy. The NIS. 2 and the noonomy originate from the objective process of technological development, which, at a certain stage, necessitates the socialization of ownership and, in particular, sharing.

De facto the sharing economy serves as a transitional economic formation that combines both applied economic and non-economic drivers [Sundararajan, 2016, p. 27]. Along with the dilution of ownership rights and an increase in the number of actors involved in ownership relations, we observe the reverse process of capital and economic power concentration in the hands of a limited number of owners. Let us emphasize that since the sharing economy is embedded in the capitalist system of relations, it is inherently contradictory.

The sharing economy possesses a rather heterogeneous structure. To a great extent, it consists of private businesses whose operations are based on conventional profitability criteria. Users' participation in such businesses is also economically driven by the desire to reduce consumption-related costs. Still, such businesses, and even more so open access economy, are exhibiting the trend towards the disavowal of many ownership functions. There is no need to own and allocate; it suffices to just use.

Not Just Sharing...

The **use of goods as generally accessible** (in post-Soviet Marxism commonly referred as as "everyone's right to everything" [Buzgalin, 2018]; Wikipedia and open-access libraries being prime examples) serves as the peak point of disavowing ownership relations. Another trend that is also contributing to the dilution of ownership rights is the **fragmentation of capital**. Economic theory of ownership rights pays so much attention to the issue of fragmentation of rights and dilution of ownership rights – and for good reason.

Fragmentation of ownership functions goes deeper than splitting them between shareholders and managers. Back in the day, John Kenneth Galbraith showed that actual use of capital was being transferred to a whole army of experts that comprised corporate 'technostructure' [Galbraith, 2007]. But there is more to the issue because all hired employees serve as end users of capital elements, albeit each employee performs only a small partial function.

Nowadays, going hand in hand with the technological progress, robots and artificial intelligence systems are replacing blue and white collar workers. So what happens to ownership relations when humans yield some functions to technetic beings? For example, how should we assess user

responsibility if an accident is caused by a self-driving car? The owner may be liable for damages. But who will be held responsible for traffic violations? Humans are gradually losing use and even allocation functions. In the future, this trend will only accelerate.

Diffusion and dilution of ownership rights and the development of the association of ownership have material causes and result from technological changes: under the influence of the progress and science and technology, as we gradually advance to the NIS.2 and the noonomy, the value of property as an instrument for the most reliable satisfaction of wants decreases; wants can be increasingly satisfied without *absolute* ownership, but through *partial* use of an object of ownership either by temporarily appropriating the results of ownership or by owning only certain rights with respect to an object (such as the right of use).

Of course, these processes of the socialization of ownership existed before, but their scope was limited. As a rule, their technological, economic, and social application failed to yield good results because, under prior socioeconomic and technological modes, they exhibited their lack of efficiency. We are referring to cooperatives, collective enterprises and other formats of the so-called **solidarity economy**. That is why cooperatives and collective enterprises have not been widely used in the global economy and produced only singular more or less successful examples, such as the Mondragon Cooperatives in Spain [Kolganov, 2001].

Conclusion

What paths can we take to ensure the economy's movement towards the NIS.2 and noonomy and, consequently, neutralize negative trends that have become increasingly pronounced? Here and now in the year 2020 we can emphasize that the humanity is on the verge of facing qualitatively new challenges and threats that go beyond the brewing global economic crisis and the pandemic. We will go up against a whole complex of global issues that have become extremely acute. They clearly require our understanding of the fact that economic growth – and this idea has already won universal support – is not nearly as important as the quality of the economy, which translates into technological progress. But the progress of technologies per se is neither the ultimate goal nor the supreme value in the modern world. Humans and human life serve as the ultimate goal and supreme value.

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METHODS OF ESTIMATE AND THE AFFECT ON BEHAVIOR OF CONSUMERS IN A DIGITAL MARKETING

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Annotation. The article analyses methods of estimating the effects of behavior of consumers in a digital marketing. There are three chapters. The first chapter talks about the advantages of digital marketing over classic marketing methods. Methods of estimating and the effects of behavior of consumers in digital marketing is the topic of the second chapter. Real cases and hypotheses of impact on behavior of consumers was explored in the last part of the article.

Keywords: Digital marketing, behavior of consumers, digital analytics, influence marketing, social-media marketing.

The advantage of digital marketing over classic marketing

The technological progress not only gives promotion specialists opportunities to launch advertising companies by Internet and to use digital placement for messaging a brand to a target audience, but also it presents an opportunity to create an efficiency in the promotion.

Unlike classic marketing instruments in digital marketing, a specialist can more exactly estimate the numbers of people viewing an ad and measure their loyalty or interest. More particularly, he can understand the internal motivation of consumers, etc. For example, if we use a classic banner advertisement we can't exactly count how many viewers are interested in a product, or how many people buy a product due to one particular banner in a particular place, so it is difficult to understand how the design and format of advertising attracts people if we don't use just one banner in one place with the same design and message during all promotions of a company. In that situation we can correctly say that one banner advertising brings to us a certain amount of consumers for all promoted companies. If there are some banners but the company starts to use other marketing instruments, it's impossible to exactly determine the efficiency of a promotion.

Digital marketing gives an opportunity to get more exact statistics and results on each method of promotion. The company may measure the clickability of advertisements (CTR= cost-through rate), the amount of viewers who have watched the promotional video to the end, at which moment people most often close the video, the conversion rate (CR) – the percentage of people who have taken a target action (purchased/sent contact info/ registered, etc. Through the detailed information about behavior of consumers in digital space, the promotional specialists can predict and influence the results of an advertising campaign.

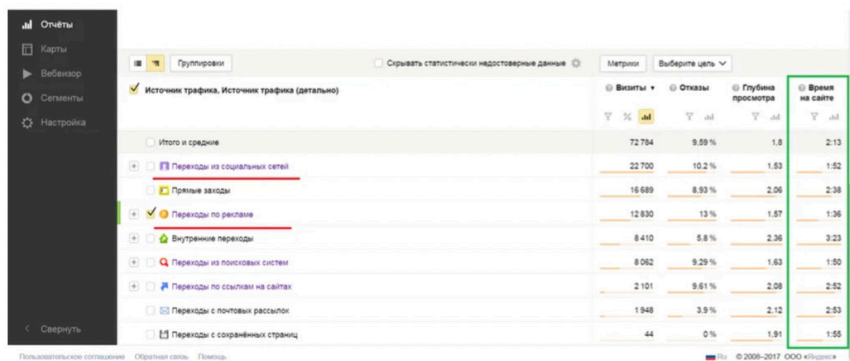
Methods of estimating the behavior of consumers in digital marketing.

QR codes

QR codes not only reduce the entry threshold for consumers (no need to type a web address on the keyboard), they also make it possible to count how many people transit to the site. In fact, a specialist without IT skills can easily generate QR codes and create a simple landing page for that. There are two ways to track site transitions; you can create a separate landing page or add a specific link to a site made only for the QR code.

Time spent on a site

Yandex.Metrika. have statistics about average length of stay of visitors on a site. Through that index we can estimate the efficiency and usefulness of the site for people. There is the same index in Google Analytics, but named "average session duration." Also, we can see for how long people who have come from a specific channel (social media, context advertising, search line, etc.) use a site. Webvisor records visits on a site and helps the specialist to clearly see the behavior of consumers.



Actions in social media

Every like, re-post, view, and swipe in social media is noticed. Through this data we know consumer preferences and predict intrinsic motivation. Intrinsic motivation – it's what people really worry about, but don't tell anybody. When we tune target advertising, we can choose people who have done a certain amount of actions on specific profiles with the same theme as ours over a certain period of time. Also, we can estimate engagement rate (ER) with the profile of a company or its business partners.

$$ERR = \frac{\text{Total reactions}}{\text{Reach}} * 100\%$$

$$\text{Average ERR} = \frac{\text{Total ERR}}{\text{Count of posts}} * 100\%$$

—or—

$$\text{Average ERR} = \frac{\text{Total reactions}}{\text{Unique reach}}$$

OR

The open rate (OR) of letters helps to estimate efficiency of email marketing and degree of trust and interest in a brand. Because people consciously open letters, they are ready to spend their time reading the message. Specialists in email marketing know what themes people are more interested in, what format of text works best, after how many emails people are more likely to open a letter, how big a CR, etc. *Open Rate = Open emails/Sent emails × 100%*

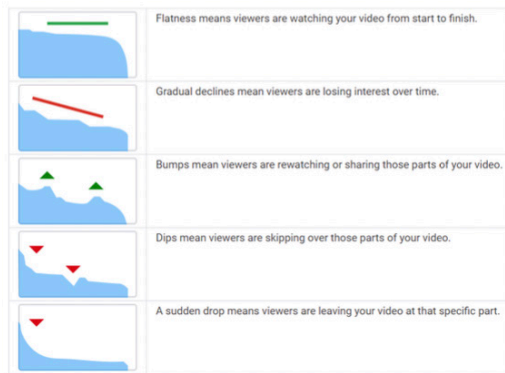
CR

Conversion Rate = Amount of users who have opened targeted emails × 100%

We can count CR for every digital marketing instrument, or we can use the amount of viewers of a broadcast or promo video, its reach, the amount of impressions, the amount of visitors to the site, etc.

Analytics of video content

YouTube Analytics gives detailed statistics about the average view time of videos, the number of views, reactions, traffic sources, placement of views (FB, You Tube, other sites, etc.), social-demographic data of viewers, etc. If we launch Google Analytics, we can get more data about geographic locations of users, track conversion, track popularity of the page, "About Channel," collect semantics for SEO, notice inquiries of users who search specific videos on the channel, and explore the efficiency of promotion of a channel. The measurement of audience retention is an important index, as is determining what moments most often cause the video's viewers to close the page.



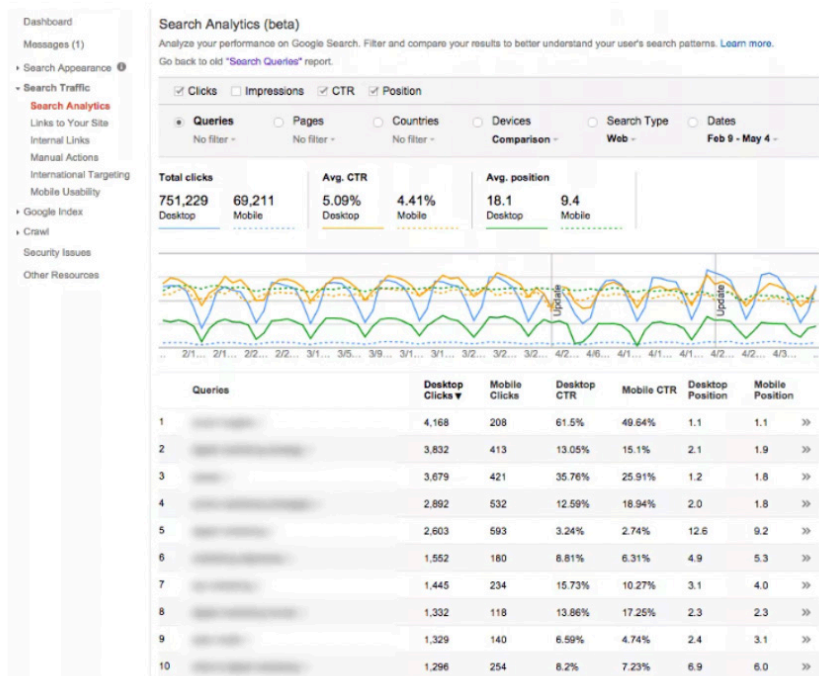
Analytics of context and target advertising

There are so many indices used to estimate the efficiency of digital advertising, but in the context of exploring consumer behavior the most relevant are CTR and BR. Clickability (Click-through-rate or CTR) shows the ratio between users who have clicked on an advertisement, and the amount of all impressions. Bounce rate (BR) helps to understand ratio between the amount of rejections and the amount of all impressions. Yandex. Metrika defines rejection as a visit to one page of a website without taking a target action and if the duration of the visit is shorter than 15 seconds.

$$\text{Click-through-rate} = \text{Clicks} / \text{Impressions} \times 100\%$$

$$\text{Bounce rate} = \text{Rejection} / \text{Visit} \times 100\%$$

Through these indices we can understand how much our target audience likes the message of our advertising, and its design and placement (the place where the advertisement appears).

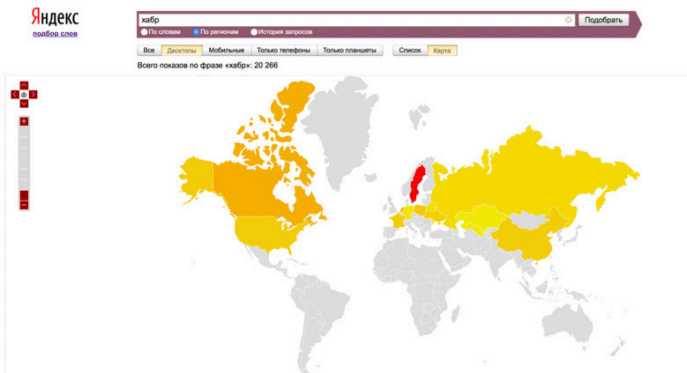
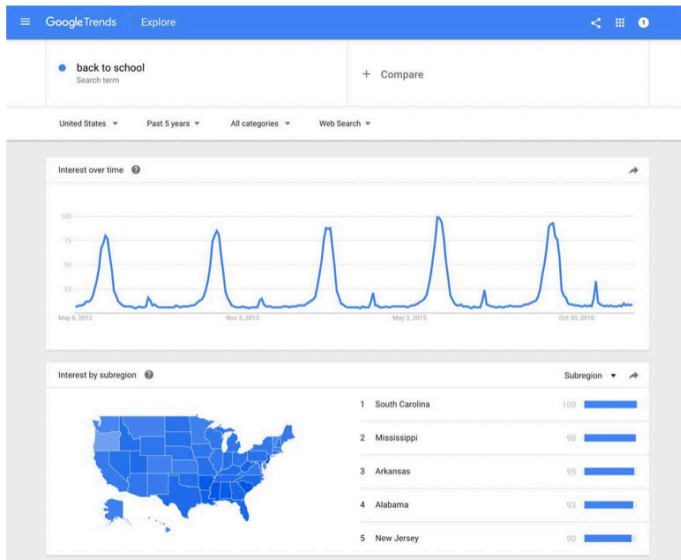


Online polls, forms of feedback, reviews

It's classic marketing methods, applied to digital space. Unfortunately, some companies post fake reviews from purchased accounts, so sometimes it's difficult to distinguish what's true and false. Also, companies often encourage reviews and give some presents for that (skins, stickers, test version of product, premium account, mini courses, etc.)

Google Trends and Yandex Wordstat

These instruments can estimate people's degree of interest in a product, trend, and theme, also we can see how interests have been changing during the time period and we can guess why it happened. Services give detailed information about in which region there is the most interest.



Methods of affect on the behavior of consumers in the digital market

Through the data about the attraction of the design of an advertisement we can experiment with advertisement and landing page design. Often, designers create a few versions of a design, and we can try to launch targeted advertising using these versions, after which we will check CR and CTR. As a result we will understand which one is the most attractive for

our target audience. Also, the digital agency "Setters" recommends changing the color of the button "buy" to explore how that will change CR. It's important that we shouldn't change the source of traffic during the experiment.

Alyona Agapieva – ex-director of marketing and PR in Tretyakov Gallery, in her lecture, stated that email marketing is a chance to start a dialog between company and consumer. She presented a case study involving a mailing, and admitted that she was mistaken. A lead form from the museum website collected 40,000 emails of people who were interested in the museum. After that, they launched two lead generation actions to collect people who are interested in Munch and Repin. They collected 30,000 emails for 5 months. Alyona combined both bases and OR halved. People who discovered Repin weren't interest in other themes. E-mail marketing helps to exactly understand a sphere of interest of consumers. They could create an online poll and suggest to people other themes or suggest to unsubscribe from the emailing. If they suggested to unsubscribe from the emailing, this action would show their respect to consumers' interest and raise loyalty to the brand.

Tracking actions in social media and popularity search queries can help develop advertising messages for any segment of a target audience and detailed work with the intrinsic motivation of the consumer. Through the data about consumers' preferences we can pick out segments of the target audience and divide that by the intrinsic motivation group. Alyona Agapieva told that they (marketing team of Tretyakov' gallery) collected specific social-demographic information of their audience, spoke with some visitors, developed groups of similar consumers, and tried to guess their intrinsic motivation. For example, how they named "The Fashionistas," who are consumers not really interested in art, but they are really interested in exhibitions as society events, and after their visit they will tell about it to their stylish friends. "The guardian of traditions" is usually made up of elderly people who remember that their parents brought them to a gallery in childhood, and at present they bring their children or grandchildren to the gallery. After creating these groups, Alyona's team developed specific suggestions and messages for each group. As a result, they raised the efficiency of advertisements, because they help people to reach their goals. If we use an online poll and learn the dynamic popularity of search queries and actions of users in social media, we can predict intrinsic motivation of consumers for any business.

Development of sites' satellites helps to divide functions of the site. Also, a specialist of promotion knows the average time of stay of visitors to

the site and their actions; it's an opportunity to help visitors get more benefit. For example, there is information about product/company/theme and the button "buy" on the company's official website. If we divide one big site into two specific sites, where the first site is only for selling and the second site is only about information. As a result, we will understand people's interest in a theme or if they can't find the button, "buy." Finally, this way helps to upgrade the design of sites for consumers.

Online broadcasting gives an opportunity for direct dialog with an audience. We can determine the worth of a brand, give a new experience, get live feedback from consumers, etc. A Master of broadcast influencer is invited because we know that our audience likes him/her in social media. Also, the broadcast can help to understand the intrinsic motivation of consumers and find a way to retain people, because we know their activity, ER, and amount of viewers.

Integration of digital instruments in classic marketing

The advantage of digital marketing is hard to overestimate, because digital instruments integrate in classic methods of promotion. Camera and QR codes are added in a banner to count the efficiency of a promotion, the number of visitors, and the quality of their attention. Adidas sells a limited collection of shoes, "Yeezy," from Kanye West only after the consumer shows a specific QR code. People who want to buy these shoes must reserve their size by site or application. After, if they are in time, they will get a QR code. As a result, people get limited shoes and enjoy owning something rare. Trends show that in the future the classic methods of marketing won't leave, they will work together with digital instruments.

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SMART LAND MANAGEMENT: PRACTICAL ASPECTS OF APPLICATION IN VIET NAM

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Summary. Smart land management is a trend to improve the efficiency of a number of standards in land administration and land databases. Like “smart life,” technology development in land management is also very important, especially in the digital age, because land is an extremely valuable resource. For all types of production activities, human activities and industry requires land. Human needs are increasing, while the land fund of each country and each locality is limited. Therefore, improving the quality of land management to ensure the economical and efficient use of the land fund and promoting all the strengths of the land is an important and truly necessary work. Today, the use of information technology in land management is an important focus. The use of information technology is a prerequisite for achieving the goals of state land management towards sustainable development. The application of information technology in the field of land management in Viet Nam has achieved some specific achievements, but there are still many shortcomings, requiring a long-term strategy with specific goals and methods. In order to have a modern and smooth model of land database from central to local levels and one of the main tools for management and application of land management information technology.

Keywords: smart land management, digital cadastre, geoinformation technologies, real estate development.

Introduction

Although the concepts of smart land use and smart land management have many common characteristics, there are different interpretations in theory and practice. Smart land use is usually understood as an intelligent system (artificial intelligence, neural networks, spatial modeling, etc.) that

automatically collects, analyzes, and updates information about the situation of soil and land resources of the territory, develops recommendations for optimal (landscape-adaptive) placement of crops, cutting fields, placement of crop rotations, agricultural technologies for cultivation, automated land assessment (including cadastral), control and monitoring the functioning and effectiveness of land use systems and adaptive landscape management agriculture, their impact on the environment and rural society [1].

In agriculture, land is not only the spatial basis and the main natural resource, but also the main means of production, rational use which determines the efficiency of agribusiness and the condition of the natural environment. Therefore, the digitalization of agriculture should be based on the solution of the main task - the creation of smart land use, which is achieved by the methods of smart land management including, in particular, those elements of rural areas organization as smart field, smart farm, smart garden, etc [2]. At the same time, "smart land management should be both a means of obtaining information and processing it, as well as a mechanism for making management decisions in the field of land use regulation, increasing fertility and soil protection. In our opinion, smart land management methods are fully integrated into the process approach [3].

Experience in implementing the smart land management system in practice provides a significant increase in the efficiency of land use. For example, the Bureau of Land Management - BLM (an agency within the U.S. Department of the interior), which has approximately 7,000 employees and administers 262 million acres of American land, after switching to software based on the smart land management system, reduced the delivery of information and reports from 45 days to one day and received savings of more than \$ 1.6 million per staff. But the main achievement is that now the BLM has access to accurate and timely information to improve decision-making and business efficiency [4].

The relationship between sustainable land management (SLM) and smart land use is widely recognized, so the World Bank, UNECE, FIG and other international organizations are actively engaged in such research. In the context of significant population growth SLM is defined as a knowledge-based procedure that helps integrate land, water, biodiversity, and environmental management to meet rising food and fiber demands while sustaining ecosystem services and livelihoods. Humanity must understand that improper land management can lead to land degradation and, in particular, a significant reduction in agricultural productivity. Drought is one of the main causes of food and water insecurity in the world, so effective solutions based on smart land management are also needed (figure 1).

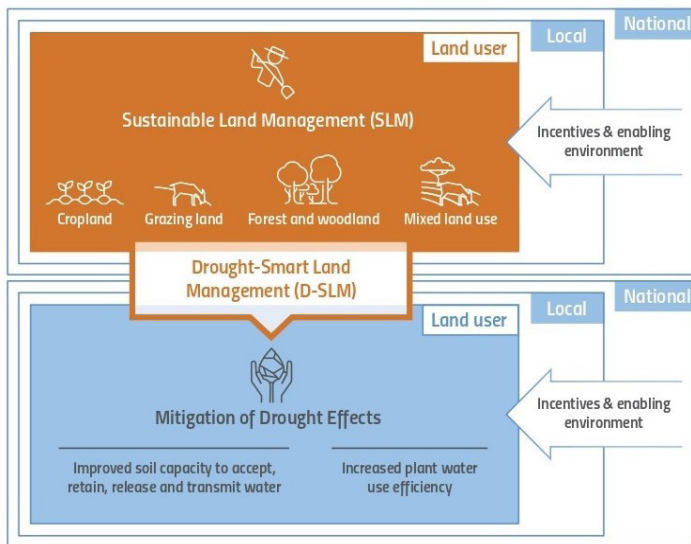


Fig. 1. Drought-smart land management [5]

The concept of responsible land management based on smart technologies has become increasingly popular among scientists and managers. Responsible land management is a kind of land management that prepares and assesses interventions in land use, land size, land shapes, land rights, land tenure, and land values in a manner that is responsive to needs of the citizens and stakeholders of the land; ensures the resilience of societal and biophysical structures; derives robust solutions in robust institutional structures, etc. In addition, smart land management research results are being sought. Land management interventions are smart if both the construction of the policy and governance process leading up to a land intervention and the process through which citizens are stakeholders interact with each other are supported by active and passive sensors, social information technologies, new data management systems, systematic algorithms, machine learning, artificial intelligence, and other innovative technologies [6].

The intellectual potential of the company's personnel is a driving force in the system of smart land management, but the desired results are possible if the latest technical achievements and high information technologies are applied. Such an example is the Internet and mobile technologies, which are currently rapidly developing and used in the information space. The Smart Land app initially converts manual data to digital format and it

is designed with tools and features that are easy to understand and common on web pages. To make sure that information is available anywhere, the app sends information to the user over the Internet at any time. The app manages land resource data using database indexing, GPS, and web GIS [7].

Next, our study will focus on the technical aspects of smart land management, taking into account the experience of Viet Nam.

Results and discussion

At present, the application of information technology on land management and construction management in specialized management agencies in general has not been synchronously implemented. Most only apply informatics technology in a number of specific technical jobs or some stages in the operating link without being an operating and management system.

Moreover, application software in the industry is discrete tools, each software only supports a part of the operation. The organization of record keeping is mainly done manually by papers and books. Discrete management, lack of science, no support in dealing with administrative questions and answers, and not meeting the needs of general information analysis to serve leaders in management and run, do not have a complete database of land management - construction management for the management.

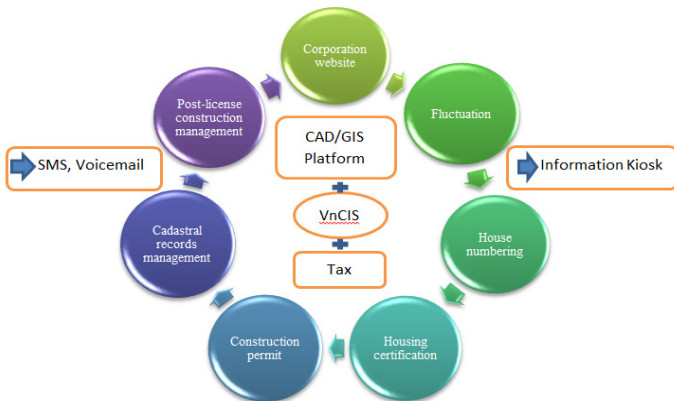


Fig. 2. Model software module in the system*

** Compiled by the authors based on open source [8]*

Stemming from such practical needs, in Viet Nam, research, development and gradual improvement of "Land management information system based on GIS-VnGIS" (figure 2). The Land Management Information Sys-

tem version 1.5 was established, covering most of the land management operations built on three functions: Management application model, operational procedures, public administrative services and provide - look up information.

The software product suite of VnGIS information system version 1.5 is built based on the analysis of legal documents on land management, construction management, house and construction management, drawn from years of building individual products in the same field.

The construction land attribute data partitions and operational process data partitions are combined with the spatial data layer partition to form a unified land management GIS database. In the combined model of data partitions, the spatial data layer overlaps with the cadastral layer, and the attribute data layer corresponds to the spatial data through the land parcel geographic location.

The model of construction land management is organized according to four management levels:

- + The ministry - level specialized management at the central level.
- + Department of specialized management under the provincial / city People's Committee.
- + Level of Specialized Management Division under District People's Committee.
- + Land administration - construction division belongs to ward / commune People's Committee.

Land management information system version 1.5 focused the management level as District People's Committee with different management objects.

Firstly, the system helps to link the construction management functions of the specialized units in association with the standardized one-stop receipt process. People apply at the one door department or at the People's Committee of the commune / ward, the one door department (the cadastral department of the People's Committee of the commune / ward) and transfer the dossier to the Urban Management Department (Division of Industry and Trade), Department of Land Administration The People's Committee of the commune / ward manages the situation of house construction, construction violations in the area and reports to the Urban Management Division.

Secondly, there is a link in land management function: people submit their application file at the OSS section or at the commune / ward People's Committee, the OSS section will transfer the file to the Department of Natural Resources and Environment or the registration office, land use rights to process files, cadastral division Commune / Ward People's Committee

manages land use situation in the commune / ward and reports to Division of Natural Resources and Environment.

Since then, the VnGIS version 1.5 Land Management Information System will help to review and standardize the full set of report forms, quickly adjust the handling processes when there is a change and create a modern working environment, transparent information. Reduce executive management time.

The purpose of the system is to build a "one-stop service" working environment according to ISO processes in the field of construction land management, to minimize the time for document control and management, step by step standardization, process operations contribute to administrative reform (figure 3). At the same time, the system helps to build a complete GIS database, shared or shared in housing and construction management agencies from the ward / commune, district and Department of specialized management and as a basis for later management of infrastructure works on land.

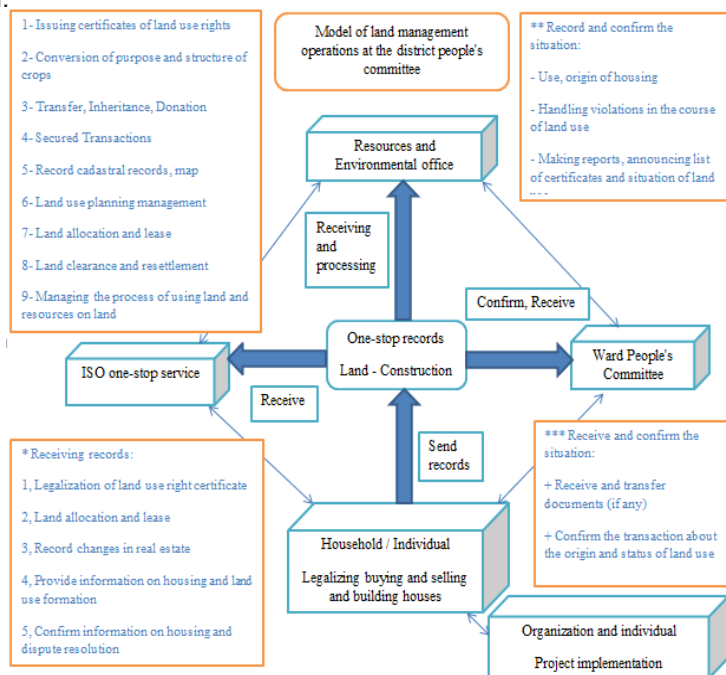


Fig. 3. Model of land management practice in District People's Committee*

* Compiled by the authors based on open source [8]

The system creates convenience and quickness in making periodic summary reports. There is sufficient information to analyze the situation of the processing of records, accurately identify the time delay period of each individual or department, helping leaders have appropriate and timely management. At the same time, it organized a model of scientific information storage, minimizing the time for searching information, improving the efficiency and quality of professional staff work.

The information system has a solid and flexible architecture in its implementation based on 3 systems: the management model, the operational process and the public administrative service "the key spirit of functional division". The system provides a full range of functional tools for professionals in administration and operation. When there is a change in the process, the report form requires spatial data processing in the familiar GIS / CAD software environment.

Version 1.0 was built from 2001 to 2003. Following it, version 1.5 was completed from 6/2013 to 6/2015 and reached the final "Viet Nam Talent Award 2018" in the real product category has been applied.

Currently, VnCIS information system has been officially selected to be deployed in 6 provinces, especially some districts of Ho Chi Minh City, where population and land are relatively complicated. And is trying to expand the application of this utility product to other provinces, in order to contribute to simplifying public administrative procedures, saving time and effort for not only management levels but for each citizen.

Conclusion

To promote the development of smart land management trends, a number of control programs have been developed. Another problem is the increasing demand for better, stronger, smarter and cheaper solutions. Finally, the development of "intelligent land management" has and will bring new requirements and new rules around the world. Start of an era of modern technology in land management to serve human needs. Currently in Viet Nam there is a lot of software for building cadastral files and cadastral databases, such as VILIS, ELIS or MTV-LIS. Most of the above software is fully exploited based on Engineer ESRI ArcGIS technology (this is a modern technology of the United States). Information technology is widely used in land management, especially cadastral record management. VnCIS software is a complete software for housing management and urban development to minimize search and information search, improve the efficiency and quality of work of professional staff, data security. There is sufficient information to analyze the situation of the processing of records, accurately identify the time delay period of each individual or department, helping

leaders have appropriate and timely management. At the same time, it organized a model of storing scientific information, creating convenience and quickness in preparing periodic summary reports. It can also be exported in the form of an establishment in Viet Nam. However, the disadvantage of most land management programs in Viet Nam is the lack of communication between the products of applied information technology to form an information system. Weak graphic functions are not remedied, resulting in adjustment of changes in cadastral spatial data. There are still many difficulties that prevent managers from making changes in cadastral maps resulting in ineffective land management. In addition, bulky data storage can easily lead to duplication and difficult control. In such a situation, digital products need to be linked to land management into a single complete database. And VnCIS is a total solution for managing construction land with low cost, without paying copyright fees for the software tools attached to the system. The ultimate goal of every technological development is to improve the lives of everyone.

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TYPES OF CONTRACTUAL OBLIGATIONS WITH THE PARTICIPATION OF STATE BODIES AND LOCAL GOVERNMENTS IN ENTREPRENEURIAL ACTIVITY

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Abstract. The authors give a generalized description of the system of contractual obligations with the participation of special entities – public authorities. Particular attention is paid to the analysis of the positions of civilistic dogma, in the context of the need to apply signs of their consistency to a contractual obligation. According to the authors, there is a need to create special legislation that would regulate relations between an economic entity and a government body or local government, given the complex mechanism of legal regulation of these contractual relations. The idea is substantiated that practice determines the legal expression of an independent system of civil legal obligations with the participation of public authorities.

Keywords: contractual obligation, business entities, state bodies, local governments, entrepreneurial activity.

It seems that contractual obligations with the participation of state bodies and local authorities provided for by the Civil Code of the Russian Federation can be divided into the following types.

1. Contractual obligations for the transfer of property into ownership: a contract for the supply of goods for state (municipal) needs (§ 4 of Chap-

ter 30 of the Civil Code of the Russian Federation), an agreement for the supply of agricultural products for state (municipal) needs (regulated by Federal Law dated 02.12.1994 No. 53 (as amended on July 19, 2011), "On Procurement and Supply of Agricultural Products, Raw Materials, and Food for State Needs" [1]).

2. Contractual obligations for the performance of work: state (municipal) contract for the performance of contract work for state (municipal) needs (§ 5 Ch. 37 of the Civil Code of the Russian Federation), contract for research, development and technological work for state (municipal) needs (Article 778 of the Civil Code of the Russian Federation).

3. Contractual obligations for the provision of services: contracts provided for by chapters: 37, 38, 39, 40, 41, 44, 45, 46, 47, 49, 51, 53 of the Civil Code of the Russian Federation.

The indicated types of contractual relations between public authorities are structurally regulated (the procedure for placing orders for the supply of goods, performing work, rendering services for state or municipal needs) in the Federal Law of December 13, 1994 No. 60-FZ "On the Supply of Products for Federal State Needs" [2] and the Federal Law of 05.04.2013 No. 44-ФЗ "On the contract system in the field of procurement of goods, work, services to meet state and municipal needs" [3].

4. Contractual obligations for the transfer of property for use: a lease agreement in which one of the parties is a public authority, either as a lessor or as a lessee. The authority is entitled to lease the property, but with the consent of the owner. However, in accordance with Art. 42 of the Budget Code of the Russian Federation income from the rental of such property relates to budget revenues from the use of property owned by the state. The possibility of acting as a tenant under government leases is confirmed by Clause 32 of Order No. 157n of the Ministry of Finance of Russia dated December 01, 2010 "On Approving the Unified Chart of Accounting Accounts for State Authorities (State Authorities), Local Government, and Management Offices of State Extrabudgetary Funds, state academies of sciences, state (municipal) institutions and Instructions for its use" [4], according to which vehicles rented by a budgetary institution are subject to accounting on off-balance account 01 "Property received for use". By virtue of Art. 17.1 of the Federal Law of July 26, 2006 No. 135-ФЗ "On Protection of Competition" [5] the conclusion of a lease agreement, where the lessor is a public authority, is carried out only on the basis of tenders or auctions for the right to conclude them.

Perhaps it is time to discuss the creation of special legislation that would regulate relations between an economic entity and a government or

local government. However, it seems that when creating such legislation, conflicts and the destruction of generally accepted norms of civil legislation of the Russian Federation are not excluded. What is also possible entail provoked expansion of state regulation in those areas that do not need it.

So, from the analysis of Art. 307, paragraph 3 of article 420 of the Civil Code of the Russian Federation, we can conclude that a contract is a legal relationship (contractual legal relationship), to which the general provisions on obligations apply. Accordingly, in relation to the topic of our study, we can say that legal relations with the participation of state bodies and local self-government based on a contract should also be recognized as contractual legal relations, which are covered by the general provisions on obligations and contracts.

In this regard, it becomes apparent that the legal characteristics of the obligation relationship, including with the participation of the state, as well as of other public legal entities, are also characteristic of contractual obligations with the participation of state (municipal) bodies, but with the fact that the contract here acts as the basis for the occurrence of obligatory legal relations.

The multiplicity of types of contractual obligations is a system that is formed taking into account the interconnection of economic and legal factors, and is based both on the unification of common legal signs of obligatory legal relations, and on their differentiation, based on the characteristics of the types and types of contracts. Despite their diversity, contractual obligations differ in economic and legal unity, on the basis of this they are perceived as a single type of legal relationship - a contractual obligation that falls under the general provisions on obligations provided for in Section III of the Civil Code of the Russian Federation.

A number of authors rightly note that the formation of a system of contracts is based on their classification, which is a formal reflection of the system [6]. We believe that this provision should also be applied to the system of contractual obligations with the participation of public authorities. Due to the fact that the content of the rights and obligations of the parties to the obligation is established by the contract, in our opinion there is a need to apply the signs of systemicity of contracts to the contractual obligation.

After analyzing the signs of a systematic contractual obligations, we note that even in the days of Roman law, the civilistic dogma divided the contractual obligations for focusing on a specific result into such types as: contracts for the transfer of property into property; work or service contracts; contracts for the transfer of property for use [7]. In the typology presented, contractual obligations involving public authorities also take place.

So, in particular, public law bodies have the right to conclude agreements on the transfer of property into property [8], for use (transfer of state (municipal) property for rent), to perform work [9] or to provide services [10].

After analyzing the materials of judicial practice, we came to the conclusion that a violation of this type of contractual obligations is the basis for filing claims.

In the framework of the study, the approach of Yu.V. is of interest Romance to the essence of the signs of the consistency of civil law contracts (and we attribute these properties to contractual obligations, because through them the consistency of civil law contracts determines the rights and obligations of the parties to the obligation), to which he relates:

- a sign of orientation - the economic interests of counterparties;
- goal setting - the purpose of concluding a contract;
- a sign of subjectivity;
- subject of the contract;
- retribution (gratuitousness) of the contract [11].

From our point of view, this approach is fully justified in respect of contracts involving public authorities. But in order to make it more convincing, we will consider the indicated signs of systemicity based on the subject of the ongoing scientific research.

We believe that the distinguishing feature is that public law entities enter into contractual relations in order to solve public law problems and the essence of the obligation (transfer of property into ownership, use, performance of work or rendering of services) is not so important.

The study of the subjective feature of the systemic nature of the contractual obligation is most clearly expressed in the obligations with the participation of public law entities, since one of the parties to such contractual relations is always the relevant authority, whose legal personality is: of a complex nature; determined by the main goals of the Russian Federation, given their public law status; formed and legally defined by the state itself; has a special target character; implies certain restrictions on civil circulation, but at the same time additional opportunities for participation in it.

State bodies and local authorities act in contractual relations directly on their own behalf, but in this case their participation in the obligation cannot be qualified as actual representation, since these competent authorities, acting on behalf of public law education, are its integral part. In this case, there is legal representation.

Very often, state or local government bodies enter into contractual obligations with business entities. In this case, the purpose of the contract be-

tween the business entity and the authority is to satisfy public needs, and the usual goal of business contracts (profit) is fading into the background. The scheme of such contracts is quite simple: meeting public needs, and then making a profit [12].

The next system-forming sign of a contractual obligation with the participation of state (municipal) bodies is the subject of the contract. Having examined this feature, we note that the current legislation mainly regulated the composition of property owned by public entities, which forms the subject of the contract concluded with their participation.

In modern monographic studies, attention is rightly drawn to the vagueness of the legal regulation of the monetary sphere, including obligatory relations. This circumstance allows, according to V.F. Yakovlev, to intercept private funds budget funds and use them in the legal turnover as a source of increasing their private savings [13]. One should agree with this argument, since in practice there are situations when the authority concluded an agreement with one legal entity, but its conditions are fulfilled by another.

This network of intermediaries is capable of forming complex weaves. The existing mechanism for legal regulation of contractual obligations and contractual practice do not establish a direct ban on the transfer of performance of obligations to third parties. It should be borne in mind that this practice is the norm in the system of business contracts, but in contractual relations with public law entities this approach is impossible and it requires more stringent control due to the financing of the services rendered and the work performed at the expense of budget funds. We believe that it is required on a legislative basis to exclude the possibility of the formation of such contractual relations if a state (municipal) body participates in them, since the participation of this entity in contractual relations is exclusively intended - to satisfy public needs.

The dynamics of contractual relations in modern conditions leads to the emergence of not only new types of contractual obligations, but the determination of their place in the system of law of obligations, and the formation of other signs of their consistency. Therefore, the classification of contractual obligations proposed by A.A. is of interest. Sayfutdinov justification in the system of civil law contracts of an independent type - the contract of assignment in all its diversity [14].

In addition to the generally recognized signs of systemicity, they are allocated another, in our opinion, extremely significant and applicable to any kind of civil obligation from the contract, including with the participation of public authorities:

- the existence of two blocks of its features that are characteristic only for a certain type of contract (its type and (or) type), which determine a single regulatory view of the contract, enshrined in law;

- elemental features of obligations from the contract - features of the subject composition, content and form (in cases determined by law, also the regulatory requirement for state registration);

- non-elementary normatively drawn-up features of obligations from the contract - features of conclusion, amendment and termination, contractual liability, normatively fixed types of contract, specifics of legal regulation of individual contractual relations [15].

So, the indication that most civil law contracts with the participation of public authorities are regulated not only by the Civil Code of the Russian Federation, but also by other legal acts, allows us to formulate the conclusion that the totality of these contracts forms the legal expression of the system of civil legal obligations with the participation of state (municipal) bodies.

Here, elemental and non-elemental regulatory features of the relevant contract are fixed.

So, all of the above gives us the opportunity to argue that it is advisable to distinguish contracts with the participation of public law entities as an independent systemic variety of the contract-legal relationship.

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GAPS IN MIGRATION LEGISLATION AS A RISK FACTOR IN SOLVING DEMOGRAPHIC PROBLEMS IN THE RUSSIAN FEDERATION

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Abstract. The authors consider the gaps in modern Russian migration legislation and treat them as a risk factor for solving demographic problems in the Russian Federation. They identify both legislative and legal problems, and conclude that labor migration should be considered in a more functional way, without excessive confusion with citizenship issues, and the main risks in solving the demographic problem are associated with an insufficiently clear and articulate differentiation of mechanisms responsible for regulating various segments of migration.

Keywords: migration legislation, labor migration, migration policy, demographic problems.

The objective features of the Russian demographic situation and the prospects for its further evolution have been causing concern among the expert community and the leadership of our country for several years. This applies to both general quantitative indicators of the gradual increase in some age groups and a decrease in others, as well as changes in the “qualitative” balance between different social strata and ethnic groups. Some politicians and scholars consider migration to be the solution to many of the demographic problems of modern Russia as a way to attract the necessary human resources and fill in the demographic gaps that have arisen as a result of the disastrous consequences of the destruction of the USSR and the unfavorable conditions for the development of society in the 90s.

However, migration is a specific process that can not only bring the

expected positive effects, but also result in a number of negative consequences that exacerbate the current socio-demographic problems of the Russian Federation. Therefore, the establishment of an adequate and effective mechanism for managing migration, which allows solving existing problems and avoiding the associated risks, is one of the priority tasks of state policy. So, in the "Concept of the State Migration Policy of the Russian Federation for 2019-2025 adopted in October 2018" [1] the main principles of migration policy include "the complexity of solving the problems of migration policy, taking into account the tasks of socio-economic, cultural, demographic and other development of the Russian Federation", which allowed us to outline the main directions for further improvement of migration policy, based on a set of heterogeneous requirements.

The vision of directions for the further development of migration policy presented in the Concept requires appropriate legal and institutional tools for its implementation. Nevertheless, an analysis of the current migration legislation of the Russian Federation and the specifics of its application shows that it does not fully meet the priorities stated in the Concept and does not optimally neutralize the challenges facing our country in the demographic sphere.

In our opinion, three blocks of problems have formed in the Russian legal field that impede the effective use of migration as a source of demographic resources. These are actually the problems of the current legislation, the problems of its proper implementation and the problems of the general legal culture and legal awareness of Russian society. They create barriers to attracting, adapting and integrating even culturally close groups of migrants from neighboring countries.

Legislation

In the Russian Federation, several legal instruments for regulating migration have been developed, but they are not very selective, they do not allow one to single out the most priority groups of migrants, and in some features they even repel them. The reconstruction of the legislator's plan allows distinguishing three segments of migration depending on its motives - labor migration (with the theoretical possibility of becoming permanent if a temporary residence permit (TRP) and then a residence permit (RP) are obtained, family and cultural-historical. The main tools used to regulate the corresponding types of migration are, respectively, labor patents and the attraction of qualified specialists, the institute for obtaining TRP out of quotas, and finally, the program for the resettlement of compatriots and the institution of a native speaker of the Russian language. However, the formal

rules that separate the three types are not well suited to real life practice.

For example, the mechanisms for obtaining TRP do not actually work for the regions most attractive to labor migrants due to the restriction on the issuance of quotas, and this stimulates labor migrants to fictitious actions to acquire citizenship on family and cultural-historical grounds. There are virtually no mechanisms for a seamless transition from labor migration under a patent to citizenship.

The resettlement program of compatriots, which, according to the legislator, combines the labor and cultural-historical segments of migration, focuses on the population of the demographically least prosperous regions, which in fact creates a contradiction between cultural, historical and labor motives. A sharp restriction on the freedom of choice of a profession and place of residence by resettled compatriots not only reduces their well-being, but also pushes them to fictitious actions or non-optimal temporary solutions (consent to restrictions only until citizenship), which does not help to increase the population of the required region. Thus, this program makes an attempt to solve demographic problems in certain regions caused by market distortions due to discrimination of disenfranchised applicants for Russian citizenship, which in itself is psychologically unacceptable and reduces incentives for loyalty, but the real contribution of this program to the elimination of regional demographic skews is small. This discredits the name of the program, because in reality it does not establish the humanitarian goal of reuniting with compatriots, but the task of "plugging" demographic holes on those conditions on which it is impossible to find citizens of the Russian Federation.

Finally, the program of obtaining RP and citizenship by native speakers of the Russian language, contrary to the naming, is not so much focused on native speakers of the Russian language with Russian roots who have remained fully affiliated with Russian culture, as much as tied to documenting the permanent residence of the applicant or his relatives in a direct ascending line within current borders of the Russian Federation, which is often very problematic, including due to the uncertainty of the legislative interpretation of the concept of "residence".

At the same time, bureaucratic procedures for resolving issues of citizenship for family and cultural-historical circumstances in many cases stretch for years, which for a long time artificially pushes migrants who already have limited opportunities due to lack of their own housing, etc. the path of labor migration, also usually associated with discrimination in the labor market.

Separately, politically motivated restrictions on cultural and historical

migration should be mentioned: as attempts by a number of states to impose sanctions on the Russian Federation for the decision to simplify the acquisition of citizenship by certain categories of former citizens of Ukraine, we are talking about a frank attempt to restrict Russia's sovereignty from the outside regarding migration.

Law enforcement issues

A separate range of problems is associated with unregulated enforcement in resolving issues of citizenship. This is often caused by deficiencies in the title documents themselves, leaving freedom of interpretation. So, in a number of cases, the instructions requiring applicants for a particular list of documents do not indicate whether the “and” or “or” scheme is meant, that is, when it is required to provide one or more of the above documents (for example, a list of documents, confirming the residence of a relative in a direct ascending line in the Russian Federation). Also, in many cases, including the above, the possibility of providing “other documents” is indicated, which leaves inspectors with the possibility of bureaucratic arbitrariness. At the same time, recourse to the court for judicial establishment of facts not directly proved by available documents is difficult due to difficulties in obtaining written refusals.

A real disaster for migrants was registration requirements at the place of stay or place of residence. Caused by the legitimate desire of law enforcement agencies to have information about the location of foreign citizens and to control the compliance of the declared region of residence with the valid one, this requirement causes both real and far-fetched inconvenience, and risks of the homeowner registering the citizen. The real ones include bureaucratic procedures for confirming the owner's consent related to going to the MFC or the Migration Office department, and the requirements to fulfill them within a certain time frame. Fictitious fears are associated with fear of loss of housing, allegedly threatening in the event of a refusal of a migrant to “discharge”. (In this case, we are talking about a separate topic of low legal culture and legal awareness of citizens.) The unregulated housing rental market leads to the fact that finding housing “with registration” is unrealistic. The combination of these circumstances leads to the emergence of an illegal market of fictitious registration and false notifications of arrival (notifications that look like real ones, but without entering information about the foreigner's stay in the database). At least hundreds of thousands of migrants are forced to pay a substantial amount (from a thousand per month) for fictitious registration, that is, they are forced by the circumstances to violate the law and finance deliberately unlawful non-productive income. Hundreds of thousands more carry out

fictitious registration with the help of acquaintances. Thus, the very meaning of registration at the place of residence or life is lost, since it does not provide true information about the location, for some categories of citizens - even in most cases (for example, for construction workers working on individual short-term employment). In fact, registration of a place of residence or life for non-citizens is a systemically inoperative mechanism subject to fundamental reform. Note that in some regions these problems have been overcome. So, according to reviews of migrants who have chosen a program for resettlement of compatriots in the Tambov region, this problem does not exist in this region. To fulfill this legislative requirement, migrants are registered centrally at the address of temporary accommodation centers, thus solving the most difficult TRP registration problem for immigrants.

Another example of an unsuccessful law enforcement practice that does not meet the intent of the legislator is a test of knowledge of the language, customs and laws for labor migrants, which is close to profaning the plan. This leads to the danger of multiplying the number of non-integrated communities, which threatens social stability, interethnic peace and the preservation of Russian culture.

Conclusions

Despite certain advances in regulating migration, this area still suffers from a number of problems that do not allow for the effective organization of migration to overcome the demographic deficit in modern Russia. Undoubtedly, legal gaps are being corrected by improving migration programs. So, in May 2020, a presidential decree made an adjustment to the program for resettlement of compatriots, within the framework of which the period for which a certificate of a participant in the state program for the resettlement of compatriots living abroad from 3 to 5 years was issued was clarified, the concept of “family members of program participants” was clarified, the conditions for providing state guarantees and social payments were changed, the question of the possibility of providing a housing subsidy after acquiring Russian citizenship was resolved [2].

In our opinion, the main risks for solving the demographic problem are related to the insufficiently clear and articulated delineation of the mechanisms responsible for regulating various segments of migration. The safest and most effective for solving demographic problems is orientation to the cultural-historical segment, and for its full use it would be possible to untie it from a number of artificial restrictions inherited from other migration orders or due to a bureaucratic rather than an essential understanding of the terms “compatriots”, “native speakers of the Russian language”,

“residence”, etc. At the same time, labor migration should be considered in a more functional way, without over-confusing it with citizenship issues, however, improvement is also needed here, which allows foreign citizens working in Russia to maintain their dignity and law obedience.

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ON THE QUESTION OF TYPOLOGICAL PERSONALITY CHARACTERISTICS OF STUDENTS OF TECHNOLOGICAL AND HUMANITARIAN SPECIALTIES

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Abstract. *The article examines the peculiarities of psychological and behavioural characteristics of students of various specialties, on the example of technological and humanitarian specialties. It is hypothesized that aggressiveness is related with the choice of conflict behavior strategies. The relationship between personal characteristics and conflict behavior strategies was revealed, using personality questionnaires on a sample of students of technological and humanitarian specialties. The specificity of the relationship between studied characteristics depending on gender and specialties is highlighted. It is assumed that the lack of psychological and pedagogical disciplines in an educational program has reinforced the relationship between aggressiveness and the choice of non-constructive conflict behavior strategies by students of the technological specialties. Author offers recommendations aimed to change this imbalance by means of the curriculum's component formed by participants of educational relations.*

Keywords: *aggressiveness, conflict, conflict behaviour strategies, youth, humanitarian specialties, technological specialties, psychological and pedagogical recommendations.*

Relevance

Aggressive behavior has always been a psychological and pedagogical problem. Aggressiveness as a personal trait is associated with the characteristics of human behaviour. Such features as intolerance to the opinions of others, vindictiveness, conflictness, intransigence, quick temper, suspicion can often be noticed in a person with a high level of aggressiveness. The formation of personal qualities and skills necessary for effective communication is an important component of university students' professional education, regardless of their specialties. However, there is a significant gap between humanitarian and natural science specialties. The humanitarian specialties form personality qualities and skills contributing to effective

tive communication by means of a wide range of disciplines that develop students' awareness of individual psychological characteristics and certain competencies for effective interpersonal interaction. The technological specialties form such qualities only by means of a small percentage of humanitarian disciplines in educational programs that form universal competencies [2;6;10]. However, the educational standards require the formation of communicative competencies for all students, regardless of their specialties. Students increase significantly their opportunities to build a career, having the necessary skills and abilities to build effective communication.

Problem statement

A high level of aggressiveness can negatively affect the person's communication process in interpersonal relations, and in case of an interpersonal conflict, it can prevent adjustment to the situation and the choice of the most appropriate behaviour strategy in the current situation. Young men's modern behaviour models, unfortunately, are no exception. Leading scientists identify maximalism as the dominant psychological feature of the youth, noting such features of its manifestation as lack of flexibility in behaviour [2;5]. In case if there is aggressiveness as a stable personality trait, such inflexibility will contribute to the choice of stereotypical strategies for conflict resolution, suggesting some "tunnel" behavioural choices that are resistant to the situation changes [1;4;8]. It seems to us that the minimization of the humanitarian component in the modern model of higher technological education, can lead to significant losses in the formation of pro-social behaviour among young men.

Methods

A study was planned and conducted, and included two stages: theoretical and empirical. At the first stage, the literature sources on the research problem were analyzed using general scientific research methods. The works of A. A. Rean, E. P. Ilyin, K. Thomas, N. V. Grishina are significant in the field.

At the empirical stage, the relationship between the level of aggressiveness of young men and their choice of conflict behavior strategies was investigated, using psychodiagnostic methods and methods of mathematical statistics. Research methods included the "Bus-Dark's questionnaire on aggression" (adapted by A. A. Hwan et al); "Thomas-Kilmann Conflict Mode Instrument" (TKI) (adapted by N. V. Grishina) [3;9].

The purpose of the study was to investigate the factors of variation in this relationship such as the sex of the participants and their specialties (technological or humanitarian). The hypothesis of the study suggested that students of technological specialties have the relationship between

the level of aggressiveness and the choice of ineffective conflict behavior strategies.

Sample characteristics: 88 students aged 19 to 22 years (average age = 20.4): 43 students of humanitarian specialties (19 men and 24 women) and 45 students of technological specialties (20 men and 25 women) of Moscow universities (MSIMO, MSU, MSLU, MGMSU, Gnesins Russian Academy of Music, Russian New University (RosNOU), Moscow State Stroganov Academy of Industrial and Applied Arts, State University of Management, Plekhanov Russian University of Economics, Russian Technological University (MIREA) (RTU MIREA), HSE).

Statistical processing methods, such as the Shapiro-Wilk criterion, the Mann-Whitney U criterion, and the Spearman correlation criterion, included in the IBM SPSS Statistics ver.23 were used to test the hypothesis of the study. Significant differences between men and women ($p < 0.05$) both among students of technological and humanitarian specialties were found, using the Mann-Whitney U criterion. The sample data were checked for the normality of the distribution of features using the Shapiro-Wilk test: there was significant differences from the normal distribution for a number of features for both groups of participants ($p < 0.05$). Since the distribution of features significantly differs from the normal one a correlation analysis has been performed using a nonparametric Spearman rank correlation coefficient to confirm the hypothesis.

Results

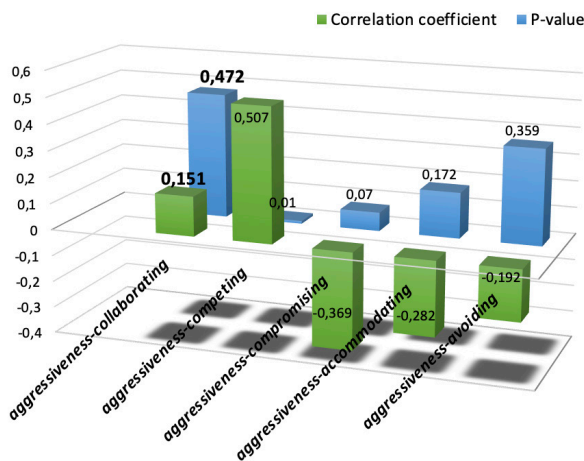


Chart 1. Spearman correlation coefficient (technological specialties, women).

A direct positive correlation was revealed between the level of aggressiveness and the dominant conflict behavior strategy among men and women, students of technological specialties, thus, the hypothesis that there is a relationship between the above indicators was partially confirmed. A significant positive correlation was found between the level of aggressiveness and the choice of a conflict behavior strategy "competition" in girls studying in technological specialties ($r=0.507$; $p= 0.010$), which is reflected in Chart 1. Spearman correlation coefficient (technological specialties, women).

Significant correlations were revealed in men enrolled in technological fields of study: a positive correlation between level of aggressiveness and the choice of the conflict behavior strategy "competition" ($r=0,725$; $p= 0.0001$) and negative one between the level of aggressiveness and the choice of a conflict behavior strategy "compromise" ($r= -0,586$; $p= 0,007$), as reflected in Chart 2. "Spearman correlation coefficient (technological specialties, men)".

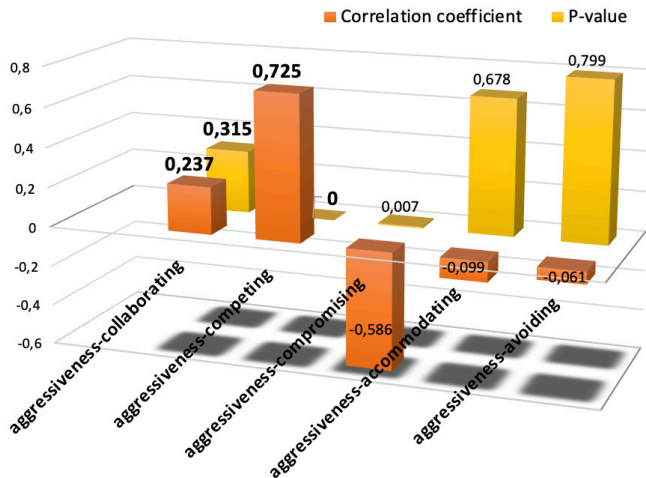


Chart 2. "Spearman correlation coefficient (technological specialties, men)"

There was no significant correlation between the level of aggressiveness and the choice of a conflict behavior strategy "competition" among students of humanitarian specialties ($p>0.05$).

Conclusions

Based on the obtained correlations, it can be concluded that there is a direct relationship between the of level indicator of aggression and the

dominant ineffective conflict behavior strategy "competition", which partially confirms the hypothesis. According to scientists, it is the strategy of competition that assumes assertiveness and can be characterized by hostility to the partner, the possibility of aggression. It was suggested that the presence of such relationship, only for students of technological specialties, can be explained by the minimum percentage of humanitarian disciplines in their educational programs. It is humanitarian disciplines that form universal competencies related to the category of communication: "Teamwork and leadership", "Communication" and "Intercultural interaction" (UC-3; UC-4; UC-5) in future specialists [7]. Thus, a significant number of humanitarian disciplines in educational programs contributes to the formation of necessary students' skills for effective communication and prevents the stereotypical choice of ineffective conflict behavior strategies.

Recommendations

It was proposed to increase the number of humanitarian disciplines in the programs of technological specialties by means of the curriculum's part formed by participants of educational relations in order to minimize the identified negative consequences and to form successfully the UC-3; UC-4; UC-5. We recommend an elective course "Conflictology", which will allow graduates to develop universal competencies required by the Federal State Educational Standards of Higher Education, as well as skills for effective interpersonal interaction and successful conflict resolution.

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INNOVATIONS IN MODERN NATURALSCIENCE EDUCATION

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Abstract. The article deals with innovative approaches to teaching general subjects of natural science cycle in the technical vocational education. Justified the possibility of universal and general competencies formation for future professionals through the integration of cultural, systemic-axiological, integrative- differentiative, learner-active approaches.

Key words: general natural science education, technical vocational education, innovative approaches, learner-oriented developmental education, active methods, competencies

Modernization and reform of vocational education related currently associated with the transition to a competency-based model of specialist training. In accordance with it, the main strategic goal of the Education Development Program until 2020 “is to provide conditions for the effective development of Russian education aimed at creating a competitive human potential” [1], which can realize itself not only in the Russian Federation, but also on a global scale. The significance of professional and especially the universal (in higher professional education) and general (in secondary vocational education) competencies is conditioned by the necessity for greater professional recognition, comparability and consistency of diplomas and qualifications.

Universal and general competencies (core) that are important for all citizens define the basis for learning throughout life, as shown in the works of V.I. Baidenko, E.F. Zeer, I.A. Zimnya, O.N. Oleynikova, J.G. Tatur, A.V. Khutorskoy, S.E. Shishov, J. Ravenn, S. Shaw, and others. Core competencies, to which we refer not only universal skills and personal qualities (responsibility, initiative, ability to self-development, autonomy in decision-making, communication skills, etc.) but the general professional competencies – the knowledges and skills of fundamental orientation (physics, chemistry and mathematics), in contrast to professional, – can be created when teaching general subjects, including natural science cycle (physics,

chemistry, biology, etc.), starting with the first course in professional educational institutions. Core competencies, along with professional, are the components of competency. Analyzing and summarizing the different understanding of this definition we mean the *competency* as a set of core and professional competencies in action [2]. Namely the competence characterizes professionalism of specialist.

Physics, chemistry and mathematics are the basis of fundamental knowledge and are required to study in all educational institutions of technical profile (high schools, technical schools, colleges and universities). The studying of these disciplines develops abilities to learn, to realize such intelligence activities as a comparison, analysis, synthesis, abstraction, generalization, etc., to experiment which is especially important during the transition from qualification approach in vocational education to competence. Without the acquisition of practical skills training in technical occupations can not be successful and quality. The above indicates that chemistry, physics as academic subjects have great potential for the formation of universal basic competencies [2, 3]. It should be noted that the transition to training based on competencies requires a restructuring of the entire educational process, which is currently happening. However, the existing traditional system of natural science subjects teaching including not profile in professional education institutions does not meet the modern requirements.

In this regard there are relevant questions of the organization of the training process through innovative approaches that foster universal and general competencies of students.

Innovation in the educational process can be considered the introduction of new in content, methods, forms of training which makes a significant changes in the nature of cognitive activity and thinking style of students. Let consider the modern approaches that, in our opinion, can define the general requirements for selecting and designing the contents, forms and methods of teaching natural sciences as subjects of general education in the modern conditions of education modernization. For example, one of the main functions of general chemical, physical, biological, and other training as well as in the mathematical education in vocational institutions of various levels and stages is to provide *fundamentality* of gained knowledges. The importance of improving of professional and, as a part of it, natural science education based on the *fundamentalization*, is determined by the need to "universalize" the knowledge and skills.

We sharing the opinion of S.Y. Kazantsev, N.V. Sadovnikov, and others, believe that the fundamental education while maintaining the core

content of the substantive education is focused on providing an environment conducive to the development of students' general culture, scholarship, creative activity, the formation of competency of the future Specialist. In this regard, we believe, the basis for constructing the content of natural science education must be founded on the cultural approach that preserves and enhances its fundamentality in the part of the formation of comprehensive personality, the development of thinking, intellectual and creative abilities.

Since one of the tasks of vocational training is to develop professional and social mobility, the ability to adapt in a changing world (in the spheres of economy, culture, industry, science, interpersonal and social relations), in approaches to learning including natural science subjects it is necessary to take into account such aspects as cultural heritage, values and prior experience. The result of this training is formedness of core competencies, as well as matter (chemical, physical, etc.) competence at this level of knowledge by learning the relevant components of educational content.

The examined cultural approach can be considered as the foundation of a system-axiological approach that we developed. This approach aims at building of students valuable attitude to the learning process and its outcome: the developing of understanding of the fundamentals value of science (chemical, physical, biological and other) knowledge in the process of learning the laws of nature and implementation of future professional activity, the formation of scale of moral value orientations. The student will be confident in the value of the acquired knowledge if he knows where and when they will be applied. As educated, personal values, which are produced only on the basis of personal experience and feelings, are expanding including in its terms of more social values, transforming student in the social-active individual. For the student becomes clearer depth of relationships: «man – technology», «man – society», «man – nature», etc. The arranged hierarchy of personal values acts as a link between the inner world of man and society thus forming core competencies of the future specialist. It is not at odds with the notion of core competencies by academician I.A. Zimnya [4] who is basing on the fact that man is the subject of communication, knowledge, work, and identifies three main groups of competencies:

- competencies relating to himself as an individual, as a subject of vital;
- competencies of social interaction with the environment (society, groups, family, etc.);
- competencies related to human activities that appear in all its types and forms.

Valuable attitude to the scientific knowledge formed at this level of training provides the scientific worldview, social activity, determines the type of behavior and activity on the basis of cultural, human (moral, religious, ethical), and social (industrial, economic, legal, political) values contributing to the formation of axiological competency of the individual.

Based on the above we display the stages constituting the essence of **system-axiological approach** [2, c.68]:



In this case, the acquired knowledges and skills in chemistry, physics, biology, and other of natural science cycle are not the result of education as in traditional teaching but as a means of problems solving in future professional and daily activities of specialist, in continuing of education, diversification of profession. This is the essence of competency-based learning. Axiological system of natural science education within the general training is shown in Table.

Table

Axiological system of natural science education within the general training

| <i>Pedagogical components</i> | <i>Stages of education</i> | <i>Axiological components</i> |
|--|--|--|
| Pre-university training | | |
| Formation of the basic concepts of the laws of the world | Basic general education | Formation of moral categories of evaluative orientations |
| Formation of chemical, physical and other views as essential elements in a common scientific worldview | Secondary (complete) education or vocational education | Formation of moral principles of evaluative orientation and motivation for career advancement. Evaluative engineering |
| High school training | | |
| Formation of engineering knowledges | Speciality | Formation of the main components of the moral scale of values in natural-science education, use of acquired knowledges to practical problems implementation and diversification of future activities |
| Formation of special technical knowledges | Bachelor | |
| Formation of a scientific and educational interests | Magistracy | |

In conditions of competence-oriented training for assimilation experience in educational-cognitive activity it is necessary to adapt the content of education to the interests and abilities of student, to the opportunity to build his individual educational trajectory, and labor market needs. Education that oriented to implementation of personal interests and enhancement of educational and cognitive activities provides such approach to the selection of educational content as **integrative - differentiative** .

Horizontal integration is carried out through the implementation of interdisciplinary connections not only subjects of natural science series with each other (physics and chemistry, chemistry and biology, chemistry, ecology, etc.) but with the content of the humanities, mathematics and subjects of professional training (materials science, technology, engineering and instrumentation, etc.) within a single institution [5].

Vertical integration provides the correlation of the content as of general education courses in natural science series so special items to those in vocational education in the formation of specialists' qualities in professional educational institutions of different level.

Integration of natural science disciplines plays a crucial role in the development of intelligence, outlook, shaping a coherent picture of the world, the core competencies of students in the process of solving complex problems.

Learner-oriented focus of the educational process is manifested in the differentiation of content structuring, using variative curricula.

Differentiation of the content of natural science education which is part of general education suggests a difference in the nature of the programs for future professional activities of specialists at different levels of education.

As practice shown, the highest efficiency may be achieved if in the course of physics, chemistry and other subjects of general education considered not only the features of a particular industry, but also, where possible, the content of a particular profession in this industry, i.e. **subject-matter profiling** is realized. It increases the motivation of studying the subjects of natural science cycle, promotes the best adaptation of the students in an educational institution of higher learning stage.

The foregoing allows us to conclude that subjects of natural-science cycle in the institution of a technical profile that studied through the «prism» of acquirable profession, on the one hand, act as a basis for understanding the world, on the other – running their propaedeutical function, there is a formation of professionally significant qualities and as a result – improvement of professional competency of the future specialist.

Because of the differentiation of general natural science training the structuring of course of chemistry, physics is changing, too. Practice has shown that in a market economy which requires individual high professional competency with a wide range of professional skills in various areas close to professional, high professional mobility the optimal match is application of **modular-competence approach** to structuring of the content of natural science education [2,3]. The essence of this approach is that in the substantive content of education a separate module is allocated – it contains professionally important issues related to future profession of specialist. The development of such module allows building chemical, physical, and other professional competence of a particular specialty.

The results of experimental work on the organization of educational process carried out by the author of this article in technical colleges and universities, as well as analysis of works on the problem under study showed the need for implementation of the educational process through technology of *personal-based development* education in which the most important value is the individual student's needs and interests. The basis of such training is learner-active approach, involving the creation of the best possible conditions for self-determination of the individual in the course of activities performed. The teacher's role in this approach is to organize and manage teaching activities of students, aimed at developing cognitive needs, the formation of preparedness for professional development. Feature of developmental education is a focus on the organization of problem-search activities of students, which provides the initiative and independence to solve their problem jobs.

It should be noted that, opposite traditional, competence-oriented education should be directed not to transfer "final" amount of knowledge from teacher to student but to the active development of competencies by the students. Active learning methods: participation in business games, research, referative work, conferences, competitions, performing creative tasks with problematic character, etc. develop responsibility, independence in decision-making in the known types and unusual situations inherent in the professional sphere and everyday life, which ultimately provides the behavioral qualities of the person in society. The above approaches are not isolated: there is their integration that leads to the formation of students' universal, general competencies listed above. Such training allows training specialist with a broad general and scientific-minded education, able to adapt to the techniques and technologies, provides a graduate of educational institution mobility in the labor market and the readiness to continue education and diversifying the profession. Efficiency of con-

sidered provisions confirmed by long-term experience of organizing the educational process of learning natural science subjects studied in the framework of general education in the Krasnogorsk State College, colleges in Moscow, Nizhny Novgorod, Belarus and in the Bauman Moscow State Technical University. The proposed approaches can be used with appropriate adjustment at various levels of education, including in primary vocational education

These approaches can be considered as innovative because of their implementation contributes to the achievement of new goals of education - competencies.

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MUSEUM-PEDAGOGICAL COMPLEX – OPEN EDUCATIONAL SPACE

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Annotation. The article is devoted to representing a new phenomenon of modern school – a museum-pedagogical complex which combines many different aspects of spiritual and moral upbringing as well as forms of interaction between teachers and pupils, school and society, cluster members and social partners. It gives various methods of usage of school history in the teaching process, project work, organizing events, etc.

Keywords: museum-pedagogical complex, upbringing, museum, culture, educational, gymnasium, boarding school.

The concept of spiritual and moral development and upbringing lies in the basis of introduction of new state education standards. According to them the new national ideal of upbringing is “highly intellectual, moralistic and competent citizen of Russia who is aware of the personal responsibility for the present and future of the country, its multi-national cultural traditions” [2].

Culture in itself gives an effective impact to the development of personal creativity, to the process of upbringing of citizenship and social activity [3, p.49].

The eternal notions of culture and upbringing lie in the basis of any civilization. The analysis of the world civilization's experience shows that culture exists within the humane democratic framework [4, p.65]. The modern education system is not just the translator of socio-cultural rules and ready scientific knowledge, it rather servers to shape a personality capable of functioning in the poly-cultural space and create their own values.

On the modern stage of the development of pedagogics one of the main roles belongs to the museums which represent a specific integrative institutions of culture. The word “museum” derives from the Greek “museion” and Latin “museum” – both meaning “a temple”. Thus museum is a place devoted to the Science and Arts. Undoubtedly a museum is an institution

responsible for gathering, studying, storing and exhibiting objects and documents which have a historic, scientific or artistic value. But today's evaluation of a museum, its perspectives and museum pedagogics on the whole should be regarded from a different angle.

The secondary school #321 of the Central district of St. Petersburg has developed and is introducing now the original conception of a museum-pedagogical complex as open educational space. The history of this school dates back to the first half of the 19th century. It began as the Nobility Boarding School affiliated to St. Petersburg University. In 1830-s it was reorganized into the 1st St. Petersburg Classic Gymnasium. In accordance with the main pedagogic canons the educational space should be an integrated multi-component system which parts coincide with curricular, extra-curricular and research activity, as well as the control and evaluation of the learning outcome and school management. So this space is expected to be variative and differential.

The aims of our museum-pedagogical complex as an open educational space are the following:

- Forming the key competences of a child's development;
- Shaping of the research skills;
- Social partnership;
- Cluster interaction with other schools and different educational institutions.

There are several main principles which form the basis of the activity of the museum-pedagogical complex. Among them are such as:

- Systematic interaction with the learning process;
- Constant replenishment of exhibits and updating of their content;
- Strict record, storing and exposing of the gathered material;
- Scientifically organized research including local history research;
- Creative initiative of students;
- Social links with various institutions of culture and education.

Today the open educational space of the museum-pedagogical complex is divided into several zones serving many teaching aims. Among them are such as:

- The architectural ensemble of the school building in itself;
- The memorial zone "Nobility Boarding School" revealing the history of the Boarding School which 25 best pupils were directed to continue their education in the Tsarskoye Selo Lyceum (which Alexander Pushkin graduated from);
- The memorial zone "The 1st St. Petersburg Classic Gymnasium" devoted to the period of school's being one of the most progressive

educational institutions of the Russian Empire of the 19th century;

- The zone “Soviet School” giving a clear understanding of the peculiarities of school education system in the Soviet Union which is considered among the best ones worldwide;

- The memorial zone “Blockade school #321” – shedding the light on the most dire period of schooling during the Blockade of Leningrad;

- The photo gallery of the school's “Immortal battalion” including photo images of relatives of today's schoolchildren who participated in the Second World War and the Great Patriotic War.

The museum-pedagogical complex serves different educational aims. It gives ground to the annual International Research Conference “Leonid Mihailovich Chichagov – a pupil of the 1st St. Petersburg Classic Gymnasium”. This conference has been held since 2017 and has grown in popularity with young researches who are interested in the history of the 19th century, especially the History of Russia.

Another important event is connected with the name of Mikhail Glinka – the great Russian composer- a pupil of the Nobility Boarding School. Every year in the middle of February the museum-pedagogical complex opens the doors to the young musicians and singers performing the music of Glinka and his contemporaries.

Every March is marked with the “Museum Readings named after Ivan Sautov” which take the whole week full of various events: workshops, film showings, creative exhibitions, concerts, meetings with famous school's graduates.

There is a good tradition started by the museum-pedagogical complex of our school – opening of the memorial plaques devoted to the outstanding people in the history of Russia and the world who are graduates either of the Nobility Boarding School or the 1st St. Petersburg Classic Gymnasium or school #321. Among them are such prominent figures as Leonid Mihailovich Chichagov (St. Seraphim Chichagov), Mikhail Glinka, Ivan Petrovich Sautov, Alexander Golovnin (Russian Minister of Education in the 19th century) and many others.

The museum-pedagogical complex revives and supports some very old traditions of the Gymnasium time. To such belong:

- Editing and publishing of a school literary magazine “Inexperienced feather” containing schoolchildren's prose and poetry works – which dates back to the beginning of the 20th century;

- School scientific society “Research” – an organization of creative teachers and pupils who are fond of the discoveries in the field of science, technology, history and culture and show vivid interest in getting skills of

the further research – this tradition dates back to the 1860-s;

· “Literary café” – an independent project of pupils that was supported by the administration and teaching staff which is a regular get-together of schoolchildren who cite their favorite poems or their own verses, sing and play musical instruments.

The museum-pedagogical complex initiated another serious tradition of awarding the best pupils a special school badge “The School Pride”. The history of this badge is rather peculiar. The pupils of the 1st St. Petersburg Classic Gymnasium had to wear special badges – a sign of belonging to a certain educational institution – which were the source of pride and a sense of unity. The school museum obtained through donation two versions of this badge – dating to 1916 and 1925. In 2015 the school administration and staff made a decision of reviving a school badge giving it a different status. Only the most prominent pupils who contributed to the school history either by good studies results or by a serious research into the local history events or by active participating in the school projects and traditions can be awarded this badge.

The modern 2015 version of the badge combines the features of the previous two. In the upper part of the diamond-shaped badge is a two-headed eagle, in the lower part – the monogram of the 1st St. Petersburg Classic Gymnasium. In the center the badge has an open book as a symbol of studying and above it there is the number of school (#321) but in Latin numbers (CCCXXI). Since the foundation of this new badge 6 pupils have been awarded so far [5, p.194-195].

In October 2017 another important tradition was revived by the museum-pedagogical complex. 25 October 2017 was the 200 Anniversary of school#321. It was marked by a historic-pedagogical reconstruction “The Gymnasium Day”. On this day pupils came to school wearing the uniforms of a Classic Russian Gymnasium of the 19th century. They had very special lessons of the Gymnasium curricular that day. Girls had lessons of oil painting and ball dances, and boys had lessons of Greek, Latin, cosmography and fencing. After the lessons which were given separately to boys and girls there was organized a Gymnasium Ball. The Ball was opened by the gala dance of the teaching staff. The programme of the Ball consisted of various dances performed by the pupils of different forms. The impact of this day was so great that it was decided to celebrate 25, October this way annually.

The museum-pedagogical complex also contributes much to the development of the system of social partnership. Social partners of school #321 are universities, colleges, schools, many educational and

cultural institutions. Social partnership contributes to spiritual and moral upbringing, to the career consulting, to the growth of pupils' competences and abilities. Due to the school's partners the bust to the founder of the Nobility Boarding School – Alexander I – was unveiled in the school hall on 27, October 2017.

So the openness of the museum-pedagogical complex serves the best ideas of pedagogical science giving the basis to new trends, projects, events. It functions as integrated informative educational environment which makes possible to combine traditional and innovative methods of interaction between teachers and pupils. Melting together the account of the past days and the data of the present the museum-pedagogical complex creates the current chronicle of the school history.

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DEVELOPMENT OF CIVIC IDENTITY IN STUDENT MEDIUM

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Abstract. The article deals with the educational process of civic identity development in student medium, proves reasons and covers issues of students acquisition of civic ideas and personal qualities. The authors discuss the issue of negative deviations, control and preventive measures.

Keywords: identity, education, citizenship, person, culture, student medium, society, state, patriotism, activity, deviation, delinquency.

In social medium the development and making of identity involves the civic spirit formation as an integrative quality of a person, allowing a person to realize himself legally, politically, proving oneself as a socially oriented, voting citizen. The following fundamental element can and should be included in the system of civic identity of Russian society: legal and political culture in conjunction with the moral component. This is reflected in the internal freedom of the individual, dignity, discipline, respect and trust to other citizens, state power, the ability to fulfill professional duties, correlate national and international ideas, and be a patriot of the country.

Civic spirit is a general idea, which means the purposive involvement of a personality into the political life of a society as a conscious, free and full it's participant; it is a moral and socio-psychological quality, revealing a sense of duty and responsibility to society, in his readiness to protect his rights and freedoms, the legally protected interests of other citizens.

Civic identity is a person's recognition of his belonging to the community of citizens of a certain state on a general cultural basis. It has a personal meaning that defines a holistic attitude to the social and natural world. In this regard, the individual has the right of free choice and self-determina-

tion in conditions of respect for the rights of others to their choice. The achievement of civic identity is an important task of personality development in the educational system.

Education is one of the fundamental areas, the most important state institution, a key factor in the formation and realization of civic identity. Namely it is the state that integrates the activities of people through living conditions, the state of readiness for a constant development process for new generations, the creation and development of a family to get all-round education. After all, the state provides conditions for free personal development, for the most complete satisfaction of his needs and interests, and the duty of a citizen, as a bearer of social relations, is to preserve the unity of society, to follow its moral and social values and provide its implementation with all its behavior [1, p. 17].

Education serves to ensure civic identity at all levels: at the level of the individual, society, state. It plays an important role in improving and strengthening all its types. In current environment the only possible way to improve the social and economic situation in Russia is to preserve, develop and mobilize the intellectual resources of the society, connecting their destiny with our country. Its future is through the transition to the path of innovative development in the implementation of which the role of education is the priority.

Considering the educational system from the point of view of the formation of civic identity, we can say that for every person who forms personal qualities, education gives the knowledge, skills that he also needs for comprehensive cultural development.

The main tasks of the education system in prosperity of the society, the state, and every citizen are to accelerate the country's socio-economic growth and reproduce the intellectual national resource, where one of the solutions is to train competitive specialists. In this regard it is necessary to define correctly the educational status of Russian.

The scientific literature route gave an opportunity to determine that the development of civic identity involves the formation of the following structural components:

- cognitive - knowledge of national symbols, social and political events of the country;
- value-orientation - respect for the rights of other people, tolerance, self-esteem, recognition of the right for free and responsible choice of each person, the ability to determine the impact of public life on one's own, readiness to accept and analyze the phenomena of public life; adoption and respect of the legal foundations of the state and society;

- emotional and evaluative – reflexivity of knowledge, existence of one's own attitude to the actions of adults and equals in age, the ability to clearly express and argue one's point of view;

- behavioral - participation in the public life of an educational institution; desire and willingness to participate in the socio-political life of the country; independence in the choice of decisions, the ability to withstand to antisocial and unlawful acts and actions; responsibility for decisions, actions and their consequences [2].

The process of civic identity development in the educational higher professional environment is the case of interest.

The main reference point, the purpose of civic identity development in student medium is revealing and education of high ideals of the society, love for Fatherland, achievement of peace, stimulation of the need for work and motivation to study. It is the universities professors including the teaching staff of Academy of Social Education (Kazan, Republic of Tatarstan) and Kazan branch of All-Russia State University of Justice; social scientists and legal scholars, humanities majors, representatives of related works in training develop rational basis in students, responsibly, fulfill their professional duties, understanding that specific educational activities affect both the close social environment - students and determine the behavior of various social groups.

In general, this process aids of a democratic society and improvement of the Russian rule of law state. The system of civic identity defines a set of tasks, necessary functions taking into account the possibilities for students to master general civic and humanistic ideas, the content and forms of implementation in higher education during classes and extracurricular activities. It seems appropriate to introduce this complex.

1. Educational tasks that involve revealing to students the very pinch of legal and political trends, the philosophy of renewing the society, taking into account the importance of political dialogue, knowledge of organizational basis and accurate presentation of thoughts in the course of business communication. Based on the facts, well-reasoned information, referring to the student audience, teaching staff forms a reasonable system of responsible civic self-awareness of youth, the ability to defend their world views guided by democratic principles.

2. Educational tasks consist in involving students in a variety of social and civic activities. At the same time attention is focused on the development of high moral and political qualities among students: patriotism, honesty, respectability in relationships, discipline and reliability, high responsibility, pride for conscious achievements.

3. Developing tasks in collaboration with students follow from educational tasks. State legal mentality, cognition and activity contribute to the comprehension of the essential foundations of political processes, the ability to justify socially significant events in the region, the country as a whole. Students learn to think scientifically, independently understand and evaluate what is happening in the Russian society and in the world.

These tasks including the aspect of civic identity development of student youth are inclusively solved during the educational process. Disciplines of state-legal, humanitarian orientation flash the laws and common factors of historically developing human society, the formation of all states in a gradual civilized flowering of life. Students' comprehension of educational material is reflected both in scientific activity and in orientation to public work. Civil identity implies and is manifested in the presence of a political and legal culture; advanced mentality and ability to be guided by high civic qualities. Students of our universities - Academy of Social Education (Kazan, Republic of Tatarstan) and Kazan branch of All-Russia State University of Justice - as a whole are motivated and socially active, involved in student self-government.

The level of the activity component development of the civic identity of students is appeared in:

- the implementation of norms and requirements of student life, the rights and duties of a student;
- ability to hold a dialogue on the basis of equal relations and mutual respect and acceptance, to resolve conflicts constructively;
- keeping of moral standards in relation to adults and equals in age during educational and extracurricular activities;
- participation in public life;
- statement of life plans taking into account specific social conditions.

The ideology of radicalism and, especially, extremism is NOT typical for students of our Universities but we believe that attention should also be focused on the aspect of possible negative deviations in the student community.

Deviation in the student environment is partially negative deviations in behavior or psycho-emotional development, causing the actions of individual students, which go against the generally accepted norms of culture. These unapproved phenomena are in focus of teaching staffs, educators, parents and are required individual corrective actions to establish the causes, eliminate manifestations and prevent such acts.

They are mainly caused by age periods of development, personal characteristics of young people, unacceptable character traits (egotism, irre-

sponsibility, vanity, self-will. Health problems, stressful situations due to neglected studies, temporary personal troubles can cause conflicts and aggressive behavior. As a result of difficult solving, accumulated problems - a radical attitude, the possibility of delinquent actions. These reasons and circumstances are sometimes associated and require special measures for the preventive actions.

In some cases deviant human behavior is difficult for pedagogical, educational influences, pedagogical treatment on a person and does not lead to the expected results. Sometimes resistance to pedagogical influences can be caused by other reasons. Neglect and rudeness on the part of parents and teachers, inconsistency of requirements are frequent. Students learn the conflicting style of parental relationships with each other, taking into account it, they may be disrespectful in communication with teachers, they may have conflicts with their group mates. Often the cause of trouble and radical sentiments lies in unfavorable living conditions.

As a rule an unfavorable moral and psychological climate in families is a negative factor influencing the occurrence of deviations in personality development. Insufficient and often unattainable requirements to a young man cause a lack of desire or inability to perceive, to fulfill what is desirable. In the disunity of requirements on the part of parents and other significant people the young man is not able to follow conflicting, fleeting desires. The impact based solely on declarations, tight control and sanctions, fears of being punished adversely affect on a young person. A socializing person is able to do the right, optimal things in the conditions of providing reasonable freedom and adequate, soft control.

With the elimination of adverse living conditions the problem is solved, the process of student socialization in society reaches a new level of development. Single manifestations of radical, delinquent behavior are caused by improper upbringing and negative influence outside the university environment. In some cases, educational and correctional work or reintegration into society by special institutions may be required.

If the student's physical condition leaves much to be desired, it is required the consultative assistance of a doctor of the appropriate profile and in borderline cases of health outpatient or inpatient treatment. It is required an individual approach to the personality, goodwill in communication and a competent system of influences. For the prevention of radicalism in the consciousness and actions of students in the student environment it is required the removal of causes and a high level of self-discipline.

Educational processes should be known and scientifically comprehended while the concrete manifestations of negative deviation should be

studied and prevented prophylactically.

In conclusion, it should be emphasized that is to say the educational systems give stimulus to the present and future development of any country.

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THE INTEGRATION OF HIGHER EDUCATION SYSTEMS IN EUROPE: TRENDS AND PROSPECTS

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Annotation. In this article, the author considers the actualization of the use of European experience of students' research activities in the higher education system in European countries. In this context, the theoretical achievements of European scientists on the methodology of student research activities accumulated in new historical conditions are very important for our research.

Keywords: higher education system, European Union, research activities, scientific school.

At present, in Europe, there is a need to update the prognostic plans for the development of students' research activities and to develop general provisions for the integration of higher education systems in Western European countries. The openness of the European Higher Education Area has many positive consequences. Overcoming national restrictions, it is possible to start a structure of research activity that would facilitate mobility and close cooperation, on the one hand, and preserve national diversity, on the other. To implement this provision, it is necessary to use the growing support of the European Union, pursue a policy of encouraging students and teachers of research activities or teaching outside their native countries throughout Europe [1].

In Russia, the system of research activities of students in the framework of vocational training is carried out on the basis of research institutes, centers, problem and creative laboratories, student research associations, associations, and circles. The higher education system of Russia faces a very important question: are modern higher education institutions capable of preparing a young specialist not only as a subject teacher, but also as an independent researcher-experimenter, capable of solving scientifically the problems of improving the scientific and pedagogical process?

In the domestic sphere of higher education, new trends in research

have been outlined: the training of highly qualified specialists in accordance with the requirements of the labor market; strengthening of innovation processes in the field of specialist training; the idea of continuous professional development in the context of research activities; there is a tendency to develop and improve such extracurricular collective forms of students' research activities as scientific schools, teams of young researchers, student rationalization and design bureaus, production and economic bureaus, the management of scientific circles of students in the vocational education system, etc. And, without a doubt, one of the promising areas that will prepare students for experimental research is participation in the work of search groups that provide students with the opportunity to develop their intelligence and creative abilities in the process of participating in experimental activities. It is participation in research activities that gives students a creative impetus, they have a desire to spread their personal intellectual horizons, the joy of learning.

In the context of European integration in Russia, it is necessary to modernize research activities in order to increase the competitiveness of scientific achievements at the global educational level. However, in order to achieve an increase in the number of Russian universities and to achieve their recognition in the world ranking of higher education, it is necessary, first of all, to pay great attention to the quality of scientific research. All this is possible by integrating Russian and foreign experience, creating favorable conditions for the research activities of future specialists: to achieve increase in the number of higher education institutions that are among the 200 leading world universities, according to the world university rating (Quacquarelli Symonds World University Ranking), given that when determining the place in the ranking according to QS World Universities Ranking, the maximum percentage (40%) is set for university academic reputation index [4; 5]. The leading factors of this strategy are: the progressive development of research activities, the high rate of development of new knowledge, the competitiveness of the economy and the effectiveness of national security strategies, identification of talented creative youth who are able to develop the scientific potential of the country; support for young specialists and scientists in the field of research and innovation based on the results of ensuring the socio-economic development of Russia; participation of Russian scientists in international projects providing access to new scientific resources, based on the national interests of the Russian Federation; creating the conditions for research and development, consistent with modern principles of organization of research and innovation and innovation; the creation of new research groups, competitive environment

in order to attract young talented youth with high scientific results of world level.

Today, the higher education system of Russia has the following tasks: reforming the sphere of science by improving the principles of management, financing and organization of scientific research; the integration of science and education, the development of a system of training qualified scientific personnel; creation of conditions for competition and entrepreneurship in the field of science and technology, stimulation and support of innovative activities; ensuring the presence of the Russian Federation among the five leading countries of the world engaged in research and development; the creation of world-class scientific centers, including scientific and educational centers based on the integration of universities, scientific organizations and their cooperation with organizations operating in the real sector of the economy.

So, in the scientific field, it is necessary to develop competition, support Russian talented young scientists so that they create their own research centers and creative laboratories in Russia. The activities of research centers should be closely integrated with the education system, the economy, and high-tech companies; it is necessary to turn research backlogs into successful commercial products. However, today in the global ranking of talent attraction ("The Global Talent Competitiveness Index") Russia is in the sixth dozen countries, acting as a donor of human capital for world science. Only the integration and harmonization of research activities will be able to improve the quality and high rating of Russian higher education in the future, expand the boundaries for the mobility of students and teachers.

Russia has every reason to update the European experience in developing strategic directions for the development of domestic research activities, as at the current stage reforming both the long term and the following areas: the creation of research institutions of a new type; formation of a system of continuous research activity; enhancing the role of the state in the management of research systems; stimulation of relations of higher educational institutions with industry; increasing the role of the state in the management of research systems; expansion of international cooperation in the field of research at the national, regional and international levels. International research projects in the field of education and the best international practices of their organization, accumulated over the past decades, prove that the countries participating in research projects have a sufficient bank of national data to compare the experience of different European countries.

In order to further integrate the educational systems of the studied European countries, it is necessary to form a common unified organizational

and functional model of the university in the first quarter of the XXI century, adapt national higher education systems, overcome language barriers throughout Europe, put all higher education institutions in the same material and financial conditions, especially for those universities that, having crossed the border of the European Higher Education Zone and entered into fierce competition, will be able to get equal access to quality European education. As the Education Commission of the European Union rightly determined, improving the status of research activities is one of the key tasks [3; 10].

The ways of introducing the European experience of students' research activities into the Russian education system can be different: today, progressive education, upbringing and self-development systems are widely studied in Russian universities: for example, fundamentalization, humanization, actualization of knowledge, interdisciplinarity, connection with practical and research activities [2].

European educational programs have evolved over the centuries and the direct borrowing of foreign experience will be erroneous. Foreign experience cannot be mechanically transferred to our conditions, since in the Russian higher school the educational process is formally more obligatory, unified and intense. On the other hand, when borrowing foreign experience, it should be borne in mind that the economies of developed European countries are currently in a stage of stable development, and the mechanism of its functioning is constantly being improved, adapting to the requirements of scientific and technological progress and the realities of today [6; 7].

It is important to emphasize the use of European experience in the practice of Russian higher education regarding a wide choice of forms of material incentives for especially gifted students: annually rectorial contracts are concluded with talented students, the training of which takes place according to an individual plan and ends with the defense of a dissertation; senior students working on dissertation research topics can attend "research training" groups; conducting demonstration classes of research activities during creative decades; conducting of propaedeutic courses during the year for capable and gifted under the guidance of professors and associate professors; internships of students and young scientists in leading European universities; recognition of the results of research activities as a thesis or master's work; an increase in the number of student scientific grants and awards [8; 9].

Thus, being the most highly developed in the world, the countries of the European Union accumulate rich experience in training specialists through

the organization of research activities, “education through science”, which implies an independent search for knowledge and truth, both by a teacher and a student. Mutually beneficial interest in the search for constructive mechanisms to stimulate integration processes in higher education, due to the general trends of globalization and internationalization of socio-educational processes both in Europe and in Russia. Currently, many scientists pay great attention to the problem of integrating Russian higher education into the world education system, as well as ways to improve the level of education in universities of the Russian Federation for subsequent entry into an open information society.

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ORGANIZATION AND PERSPECTIVES OF CADET FOREIGN LANGUAGE TRAINING DEVELOPMENT AT THE BLACK SEA HIGHER NAVAL SCHOOL NAMED AFTER P.S. NAKHIMOV

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Abstract. The article is aimed at observing and describing the current state of foreign language education at the Black Sea Higher Naval School named after P.S. Nakhimov (BSHNS) from the point of its aims, contents, methods and means and perspectives of its development from the standpoint of the modern humanistic paradigm of modernization of the education of military specialists.

Key words: foreign language education, military educational establishment, modernization, humanistic paradigm.

In management of teaching-learning processes, problems revealed by recent research are related to students, physical infrastructure, educational system and society/environment. It can be asserted that most of the problems can be solved if their reasons are determined and handled [4;5]. Consequently, conducting analysis of the state and perspectives of foreign language education in military educational institutions would contribute to the solution of these problems.

Foreign language training of cadets, students and officers at the Black Sea Higher Naval School named after P. S. Nakhimov is performed by the Department of Foreign Languages, which currently consists of 10 teachers, including 2 candidates of Pedagogical Sciences (PhDs in Pedagogics).

The main goals of mastering the discipline "Foreign Language" at the level of college and higher education are:

- for the college level: preparation of a specialist who knows a foreign language to the extent necessary for general and professional communications; able to use knowledge of a foreign language in professional communication and interpersonal communication in the context of international exercises concerning his duties; having command of a foreign language necessary for the possibility of obtaining information from foreign sources and to carry out professional communication in a foreign language in accordance with the requirements of Federal State Education Standards (FSES) for college education and Qualification Requirements (QR) [1];
- for the higher education level: preparation of a specialist who is ready to communicate (orally and in writing) in a foreign language on professional and everyday topics; who is fluent in a foreign language to the extent necessary to be able to obtain information from foreign sources and to carry out professional communication in a foreign language in accordance with the requirements of FSES for higher education and QR [2; 3].

In the process of teaching a foreign language in a higher military educational establishment, the following competencies are formed: the ability of written and oral business communication, to read and translate texts on professional topics in one of foreign languages; the ability to independently apply methods and means of learning, training and self-control to acquire new knowledge and skills; the ability to social interaction based on accepted moral and legal norms, demonstrating tolerance to other cultures, respect for their historical heritage and cultural traditions [1;2;3].

Curriculum and thematic plans of the discipline "Foreign Language" at the BSHNS for the college provide for the division of learning content into three modules [1]:

- introductory-corrective course providing for the assimilation of lexical and grammatical minimum for the implementation of communication in social and cultural sphere, the formation of skills of oral speech and reading in the military professional situations and includes the following topics: "I am a Cadet of the Naval School", "Russia and Countries of the Studied Language", "The Armed forces of the Russian Federation and Countries of the Studied Language", "Training Cruise. In a Foreign Port";
- basic training course aimed at preparing for the implementation of oral speech contacts at sea, the development of oral speech skills, reading and translating naval literature on the subject: "Ship Duties. Ship's Characteristics", "Ship Weapons. Seamanship";
- introduction to the course of professional training, which involves the

assimilation of lexical and grammatical structures necessary for reading and translating original naval literature and for communication in the professional sphere, the development of reading, listening and speaking skills on military-professional topics determined by the specialization of the military specialty, taking into account the specifics of intercultural communication.

The content of the discipline "Foreign Language" at the higher education level, according to the curriculum and thematic plans provide for the division of learning content into five modules [2]: similarly to the college level, introductory- corrective course, basic training course and introduction to the course of professional training, and additionally, the specialist training course to implement the business military professional communication, reading and drafting documents of strictly standardized format, for the perception and construction of speech in English for special purpose and a business training course for the implementation of business military-professional communication, reading and writing documents in a strictly standardized format, making and giving presentations, for communication in English in the field of building statutory relations, the formation of personal and commanding qualities.

Thus, we can conclude that the content component of foreign language training at the BSHNS meets the state requirements for modernizing the education of military specialists, but requires further specification in the field of areas and situations of using a foreign language in professional activities and their reflection in didactic materials and modern teaching tools.

Basic textbooks and teaching materials that reflect the content of foreign language training at the BSHNS: 1st course – textbook "English for Seafarers" developed in 2016 by the Department of Foreign Languages, 2nd and 3rd courses – the authentic textbook "Navy. Career Paths", published in 2011 in the European publishing house Express Publishing, Campaign 1 and 2 sets of books on general military and peacekeeping sphere, providing for the development of all four aspects of speech activity and the specifics of military activities in a multicultural environment. To meet the need for highly specialized foreign language training in senior courses (3-5 courses) in recent years, teachers of the Department have been actively developing printed and electronic textbooks, such as "English for divers", "Rocket and artillery weapons", "Nuclear weapons", "Business English" and others, containing modern texts, lexical and grammatical, language and speech, communication and problem tasks, video materials and tests to assess the level of educational achievements.

Computer programs such as "iTRAINIUM", "Linko", and Internet re-

sources are actively used in the educational process intended both for practical classes with the teacher and for activating the independent work of cadets. The computer program "Linko", developed for language and computer classes as a management platform for multimedia and interactive foreign language teaching, allows you to simplify the interaction of the teacher with students, using a wide range of opportunities in the construction of the educational process; create virtual groups, activating communication between students and improving their joint work, correcting and directing their activities remotely; evaluate the work of cadets and students by creating and distributing exam forms, conducting group and individual surveys, etc.

The practice of using the computer program "iTRAINIUM" shows that it can be used both in practical classes and in the process of independent training of cadets and students in order to improve the quality of learning lexical and grammatical knowledge, the development of all types of speech activity in a foreign (English) language (reading, writing, listening, speaking) and skills of self-study.

Among the educational technologies used in the process of foreign language training of cadets, students and officers are: the technology of communicative training, aimed at the formation of students' communicative competence; the technology of modular training (dividing the content of the discipline into fairly autonomous sections integrated into the general course of study); the technology of using computer programs (the use of multimedia programs aimed at developing lexical and grammatical skills in addition to the main learning process, both in classroom classes and during self-study); the technology of developing critical thinking (contributes to the formation of a versatile personality able to process information critically, the ability to select information to solve the task); testing technology (monitoring the level of assimilation of lexical and grammatical knowledge within the module at a certain stage of training).

In 2019-2020 academic year, in order to improve the effectiveness of teaching a professionally oriented foreign (English) language using the global Maritime communication system in distress (hereinafter GMDSS), the Department initiated a pedagogical experiment "Effective methods for developing foreign language competence of BSHNS cadets as future military specialists in the operation of the global Maritime communication system in distress (GMDSS)", which involved teachers of the Department of Foreign Languages and the Department of Naval Combat Vehicles.

Experimental group: cadets of the 4th year (141-142 classes) of the specialty "Application and Operation of Surface Ship Missile Weapons"

(hereinafter-AOSSMW) (60 people in total).

The aim of the experiment is implementation of the requirements for training specialists in the operation of GMDSS equipment using a professionally-oriented foreign (English) language.

The tasks of the experiment comprise:

- coordinating the subject of practical training in a foreign (English) language with the professional activities of cadets associated with the use of GMDSS equipment, including when they perform their duties as a watch officer (when entering a foreign port, passing Straits, communicating with foreign ships, vessels, when sending distress signals, conducting negotiations and processing incoming information in English);

- making corrections to the curriculum and thematic plans of the discipline "Foreign Language" in the specialty of AOSSMW for the duration of the pedagogical experiment;

- making changes to the educational and methodological support of the discipline "Foreign language" in the specialty of AOSSMW for the duration of the pedagogical experiment;

- developing a training manual on professionally-oriented foreign (English) language for future officers, specialists in the operation of GMDSS equipment.

Expected results:

1. Increasing the level of training of a specialist in the operation of GMDSS equipment in the field of professionally-directed foreign (English) language.

2. Introduction of a course of training in a professionally-oriented foreign (English) language using GMDSS equipment into the practice of training specialists.

Thus, it seems promising to further develop the professional orientation of foreign language training in a military higher educational establishment, to improve the methods of applying testing technologies, to develop critical thinking, communicative and modular, multimedia and interactive teaching of a foreign language for modernization of foreign language education of military specialists.

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MULTIPLE SUBJECTIVITY AND THE POWER OF TECHNOLOGY

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Abstract. The article discusses the phenomenon of the stratification of thought, when there are possible branches of thought discovered by the philosopher. An example of a philosopher who has such a stratification is Pico della Mirandola: his ideas, on the one hand, are the ideas of humanism leading to anthropogenic civilization, on the other hand, the idea of multiple subjectivity, which arises from the multiplicity of human consciousness and its uncertainty. The path of humanism is the path of technology, which, according to Heidegger, is the fate of man, but multiple subjectivity helps a person to overcome this rock using the void of being.

Keywords: multiple subjectivity, stratification of thought, technique, Pico della Mirandola, Fallmer, Heidegger

Giovanni Pico della Mirandola is one of the most prominent figures of the Italian Renaissance: an aristocrat educated at the universities of Bologna and Padua, associated with the humanistic circle of Marsilio Ficino. Three key features of Pico's thinking can be cited:

1. keen attention to the anthropological side of the theological, philosophical, logical construction. This is the general difference between the renaissance style of thinking;
2. the desire to establish logical structurality and hierarchical order in any subject that can only be thought of as articulate, sufficient to highlight this kind of order;
3. tendency towards magic and mysticism, a very peculiar understanding: strict and orderly, with a clear semantic basis, its rootedness in philosophical knowledge, and philosophy, in turn, can acquire magical power.

While at the University of Padua, Pico draws close to the Kabbalists,

and Flavius Mithridates translates for him Kabbalistic commentaries on the “Book of Creation”. The Nine Hundred Theses by Pico della Mirandola is a manifesto that addresses only those philosophers and theologians whom Pico considered correct and true. Among them are scholastics, Neoplatonists, and those Kabbalists who are ready to admit that the truth of Christianity is necessarily derived from Kabbalah. It was they who, according to Pico, intended to form a kind of philosophical and theological unity and speak out on a wide variety of issues, putting an end to the debate. [1]

It is necessary to note the intermediate position of Pico between Kabbalah and the “Great Art” of Ramon Llull. Pico was well aware that the difference between Kabbalistic thought and Lullian thought is that the reality is not known to the Kabbalist, and it has to be discovered by reading syllables in swirling letters, and the combinatorics of Lullia act within the framework of the well-known reality.

One of the sources of Llull is the idea of the Great Chain of Being. This idea is neoplatonic in origin. Strict neo-Platonism, which the Middle Ages moderately accepts, argues that the Divine Universe is an emanation of the unknowable and indescribable One through a series of levels of being or hypostases producing at various levels up to the lowest matter. Creatures are placed on the steps, sequentially moving away from the One and taking a descending part in the Divine nature, which diminishes, scattering to the lower levels of the chain or ladder of entities. Two principles come from here - cosmological and ethico-mystical. According to the first, if each step of the ladder of being is a phase of the same Divine emanation, then there are relations of similarity, kinship and analogy between lower and higher states. It is this idea that underlies all theories of similarity and cosmic sympathy. According to the second, if the emanation ladder is a descent from the incomprehensible perfection of the One to the lower levels of matter, then cognition, salvation and mystical union imply ascension, a return to the higher states of the Great Chain of Being.

To understand what the metaphysical roots of Ars are, let us turn to the Lullian theory of *Arbor Scientiae*. Llull created a mechanism that allowed us to consider the problems of theology, metaphysics, cosmology, medicine and other sciences, thus Ars of Llull becomes a mechanism for the production of an encyclopedia of knowledge. Ars's problems are built on a hierarchical principle: is there something, that it is something, how something exists, etc., on this principle are built and subjects: God, angels, etc. Merits begin the Ladder of Being and determine each other and the root cause. Ars of Llull allows you to comprehend the elements of the Ladder of Being and the Universe, all possible questions. The Image of the Ladder

of Being is the Tree of Knowledge, the roots of which are 9 Merits and 9 relationships.

Researchers note in the Trees a dynamism of an almost biological type, contrasting with the logical and mathematical static of Lullian art of the previous period, in order to be able to use the Art, preliminary knowledge is supposed, which is just allowed by the trees. [2]

Following the cunning advice of Flavius Mithridates, rather than those who offered factorial calculus, starting with Pico affirmed - in accordance with his idea of protecting dignity and human rights - a call for invention. This means that if we are talking about being, then we should choose the being that still needs to be created, and not the one that already exists. Pico pushed modern thought in that direction.

In his "Speech on the Dignity of Man," Pico della Mirandola noted: "The Father gave birth to the person who gave birth to seeds and embryos of a diverse life and, accordingly, how each will cultivate them, they will grow and bear fruit in it. And if the embryos are plant, then man will be a plant, if sensual, then he will become an animal, if rational, he will become a celestial being, and if intelligent, he will become an angel and the son of God. And if the fate of any of the creatures does not satisfy him, then let him return to the center of his uniformity and, becoming one with the God-spirit, let him surpass all in the solitary darkness of the Father, who stands above everything. And how not to be surprised at our chameleonism!" [3].

This means that man is a creation of an indefinite appearance or a chameleon creature. What thoughts does this suggest? The world that man learns through the cognitive apparatus created during evolution is only a part of the real world, we can define this part of the real world as a "cognitive niche".

Jakob von Ikskül in his book "Traveling Through the Surrounding Worlds of Animals and People" (1934) in the same meaning uses the concept of "the surrounding world". According to Jacob von Ikskül, each organism has its own surrounding world or a cognitive niche, for a person such a cognitive niche is mesocosmos - a medium-sized world [4].

Based on the foregoing, it can be concluded, that:

1. Man does not have his own cognitive niche. There are creatures that are much more effective than humans in their cognitive niche. Our minds are made up of many cognitive niches. Our minds are to cross the boundaries between cognitive and niches. Our consciousness is multiple. Potentially, we are carriers of multiple subjectivity.

2. Introduced by Gerhard Fallmer, the concept of "mesocosmos" is a typical example of retrospeech, since mesocosmos is already thought out

theoretically. This is the world of Euclidean geometry (flat earth) and Aristotle's physics (movement exclusively in elastic media). One can agree with Follmer only that science is going beyond the obvious.

3. It is necessary to introduce the concept of bundle in the history of thought. The first example of such a bundle is the legacy of Pico della Mirandola. Bundle occurs when the philosopher designates the diverging paths of thought. Mirandola stands at the beginning of two roads. One of them is the road of European humanism, which led to anthropogenic civilization, the other leads to the theory of multiple subjectivity. European civilization has chosen the technical path of development, leaving multiple subjectivity to the marginalized people who previously belonged to the bohemian periphery of society. For example, dandy.

The Italian philosopher-Marxist, futurologist and media activist Franco "Bifo" Berardi also refers to the legacy of Pico della Mirandola. Pico della Mirandola composed his argument about the dignity of man at the end of the XV century, when the horizon of modernity was opened and the process of spreading technical and industrial power began. Pico said that the greatness of man is not supported by any archetype, by any norm, by any necessity. After all, the Creator did not specify in any way the way that human power is called to follow. The present postulate opens the era of modernity: a person is not the development and implementation of a predetermined plan lurking in Divine will or in the folds of Being. Man - is a project. From these emptiness of Being the history of modernity is born.

The Nietzschean will to power is born already in the bosom of radical humanism. Its premise is the absence of ontological definitions of human existence. The rejection of ontology in the name of hermeneutics leads to the fact that fundamental truths are replaced by a free play of interpretations. Man is not concretization of something, but the embodiment of projectivity. The Nietzschean superman is one who manages to act in a space devoid of any foundations, and in this sense he is on the other side of good and evil. What Nietzsche called the will to power, in fact, is projectivity, paving its way in the world proceeding from the production of meanings, which has no ontological foundation and is purely intentional. The will to power means the assertion of a law that has no other prerequisites other than freedom of interpretation.

In the modern sense, the superman is the product of the mathematization of experience, the digitization of knowledge and the automation of life. Language is the abode of Being; at the same time, as Heidegger warns, language belongs to the field of technology. Technology not only becomes a priority object of language, but also a subject that produces, expresses

and projects something. Heidegger begins with the fact that in the current conditions the world is turning into a picture of the world. This is precisely the premise of conquering the world and subjugating it to oneself. This process is carried out so quickly that those interested do not even realize what is happening.

Who are these interested, these runners? These are people who are gradually being removed from world governance. Automata take their place, which are introduced into the world and remake it. According to Heidegger, people are not able to appreciate the intransigence with which the modern world is moving towards the depletion of its own essence. Exhaustion is human ignorance, people's dependence on the power of mechanisms. People are less and less able to understand the phenomena that they themselves have brought into action. Thanks to their freedom, generated by the distance between man and Being, as well as the ontological impartiality of existence, people managed to build such a technical sphere that was embedded in one of the voids of Being. The void of Being has been filled with the performative potential of the technosphere; a digital convention that translates into an effective mechanism. The end of humanism is predetermined by its own high potential.

The question is, is what we consider determinism (generated by knowledge and technology in the realm of existence) not really just a new level (higher and more refined) of the uncertainty inherent in any complex system? [5]

According to Heidegger, technology is man's existential need. The essence of technology is not rooted in man, but in being, but if this is so, then he will not get rid of the power of technology. This is the fate and destiny of man, this is the path of European humanism. If subjectivity is multiple, then there are many other, unfilled voids of being. Crisis periods in the development of civilization (phase barriers) contribute to the switching of registers of thinking. Human thinking must master the art of sand flowing through the fingers, and besides: "In my Father's house are many mansions: if it were not so, I would have told you: "I go to prepare a place for you."(John 14: 2)

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ABOUT THE DEPARTURE OF MAN FROM EARTH

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*Know, this Whole
Doth for the Deity alone subsist.
Goethe, Faust*

Abstract. The article deals with the problem of man and his possible departure from the face of the planet. The departure of man is associated with his evolutionary specialization (the displacement of other forms of life from the planet Earth).

Keywords: Universe, life, man, evolution, orientation, specialization, spirituality, conditioning, departure.

How long will human evolution continue on planet Earth? Is our departure from the face of the latter possible? Will another life form replace us? We ponder over these and other questions, believing their significance for any thinking man.

We will rely on substrate reflection A.A. Gagaev in our thoughts, according to which the subject of the study is its single-plural basis and his characteristic desire for manification and response to external influences [Gagaev 1994].

The phenomenon of life and man (general)

The phenomenon of life and reason as its component is still *not intelligible* to humans.

How did life on the planet come about? And did it arise on the planet, or was it brought in from outside? Is there a reason for the phenomenon

of the coincidence of many, many accidents in the process of evolution of life forms on the planet, or is it an expression of something natural and evolution itself is part of something more extensive and deep, universal? Science has no answer to these questions. It is not possible for a modern scientist to recreate life, to combine it from known ingredients. It is possible (for a scientist) to intervene in the process of unfolding certain life processes (including the genetic basis of life forms) - it is impossible to keep (reflect) in a logically and experimentally consistent manner the very phenomenon of life and mind in their essential.

There are assumptions (nothing more) on the problems of the origin of life and reflection in the works of K.E. Tsiolkovsky, V.I. Vernadsky, T. de Chardin P. and a few other deep intuitive naturalists of the XX century. Life and mind, in accordance with the intuitions of these thinkers, are a *universal* phenomenon. Reason (and therefore life) has always been. For the universe, it is primordial. It - its *essential* and its *measure*. For some reason, the Universe needs to keep itself in its own action (in the generation of life and reflection). Hold and create some ambiguous and some (!) portent.

These scientists posed the problem of life as a universal phenomenon and did not have time or were unable (for objective reasons) to give their conclusions a form of scientific judgment. What they planned was left without development in science. Much about life was discovered by scientists in the XX century, but all of it - much - is the periphery of knowledge about the being sought (it is not possible in any laboratory in the world to maintain the "animating connection" of vital ingredients; Goethe's style [Goethe 1969: 95]). Life and mind (reflection) are still a mystery for modern man, to the same extent that they (life and mind) were for reason during the time of the mythological perception by people of themselves and the universe. This alone gives reason to talk about the possibility of a *sudden* departure of the Man from the face of the Earth.

It is impossible to predict the existence of one whose nature is not known in its essence.

The phenomenon of life and man (specifics)

The fate of man is connected with the fate of *all* life on the planet. Man is part of it. One can comprehend the man if life is comprehended in the essential. In the essential, we repeat, life is not comprehended. Nevertheless, life revealed to man some things about itself. What exactly? The fact that it (life) moves with itself as a *whole*. Let us quote T. Chardin's statement: "Life does not act on one isolated line or in separate tricks. It moves the entire in network forward simultaneously "[Sharden 2001: 114]. Life

has revealed to man that this or that *fila* (expression of the same author) certainly *specializes* and in this finds its *completion* (limit). Finally, life declared itself to be *more* than the *survival* of the species. Let's expand the noted on life.

The genesis of *homo sapiens* is not only its evolution. *Homo sapiens* is the result of the development of many, many life forms on the planet. A myriad of evolutionary efforts was required in order for a species capable of reflection in its modern incarnation to appear. Life, apparently, is moving in the direction of gaining the ability to keep itself in its action and in this entire universe. Man as a form of life is *one* of the visible results of the implementation of this direction.

Man is not an exception, but an expression of a general tendency in life processes.

Every evolutionary formation (species), in order to survive, specializes, or develops in itself those properties that give it an environmental advantage. They, properties, set the limits for the development of species. They outline the boundaries of the possible improvement of the species. So, the man can do a lot, and even can create his own habitat on the planet. The man can not - can not! - *not displace* other forms of life on the planet and in this do not destroy itself as a seeker of unconditioned existence. The crowding out of other species, their subjugation to themselves, the restriction of their habitat, the restriction of their expression of intentions - this is the (disgusting) *specialization* of man as a planetary form of life (we will point out, for example, the advice of Proteus to Homunculus in I. Goethe's Faust: "Swallow others, the weakest, and grow"; [Goethe 1969: 339]).

Life is *more* than survival of the species. And it is read in evolutionary processes on the planet. It is read in the general direction of the development of life forms and, in particular, in the evolutionary features of man - his ability to reflection.

Life moves in the direction of complicating the mental behavior of representatives of one kind or another. Why? Because it provides a more comfortable being of the species? It is problematic to respond positively to this question. A species can survive and relying on the primitive psyche of its representatives. An example of this is many, many modern species on the planet (crocodiles, snakes, etc.; strictly speaking, life in general can exist in primitive forms, for example, the life of microorganisms). *For some reason*, nature (earthly) needs to create such a form of life, which, in addition to survival, would also create *something* along with it (with nature). And it would do, which is wonderful, something ontologically opposite to the realities of planetary being, that which can be conveyed by such categories as

complementarity, mercy, responsibility for everything and everyone, sacrifice and other similar things.

Man in particular is the indicated direction of evolution. He creates spirituality, something that is not directly characteristic of evolution as a process of competition of life forms on the planet. Spirituality, spiritual is that which is not conditioned by evolutionary processes, but, on the contrary, influences them. Spirituality is not a movement toward the specialization of a species - its survival at *any cost* under certain conditions, including changing ones, but towards the search for *overcoming* all conditioning by being (environment).

Spirituality cannot be explained on a rational-pragmatic (evolutionary-pragmatic) basis. The argument that spirituality strengthens the man as a species is *void*. To be kind, merciful, selflessly merciful, in order to destroy all living things that are so close to you by nature and understood so clearly in this capacity by your very existence? How can this be accepted by the mind of the man living solely in categories of good and evil?

For the man, strange as it sounds in our time, it is not enough to survive. He needs to survive, while preserving *respect* for himself as *one* of the phil life on the planet. Respect for oneself can be gained if the behavior (of the man) is not determined only by the survival instinct on the planet (reflection of oneself as the strongest and most cruel species on Earth).

Man and acquired by him

Man has been given (defined, acquired by him, etc.; gnoseology can be very different) to become on a par with the universe (to see, to hold, and in this to direct the movements of the universe). But is he able, as a form of life, to endure what he has acquired during evolution? The temptation is great for him: he is the strongest on the planet. Everything is in his power. And the planet Earth itself (we will point, for example, to the data of modern climatologists). And his drives are human (animals). Instinct does not tell him that it is harmful not only for other life forms, but also for himself. Will he be able to stop in the realization of his destructive desires?

Ancient people (represented by Indian, Sumerian, Jewish and other myths) foreshadowed the possible outcome of the human race from the face of the Earth, the outcome due to human damage to the planet and all life.

Now man is fully aware that his influence on the planet (and in this on himself) is *detrimental*. Realizes and does not undertake cardinal to prevent his influence on earthly life.

Man is hopelessly weak before his evolutionary power.

Conclusion

Formulated about life gives the basis for the following statement about man.

Man, of course, is a universal being. He did not arise on planet Earth. He as reflection (as mind) has always been (in potentiality). From the first moments of its emergence, the universe began to move towards it. T. de Chardin is certainly right in this [Chardin 2001: 43]. The Universe searched and, we believe, is looking for a form of embodiment of reflection in itself. On the planet Earth, for one reason or another (circumstances not yet clear to our minds), as such, it created (gave birth to) the *man* (a species of homo sapiens).

Man is not the only one who is the middle in evolutionary processes. He shows the middle in particular, but nothing more. All life strives for something that is not yet intelligible to the human mind. All life and man is carried away in following something high, high, which cannot be defined, but also cannot be ignored in his being. Man and himself remains only in unity with his whole life. It feeds him high-high. It gives him the strength to rise above himself.

Man, alas, has its limit. He is a specialized form of life. The boundaries of his spiritual space are his survival. It (survival) narrows hourly his vision of himself and the universe. It narrows and restricts the man to the periphery of universal movements.

The man awaits departure into oblivion, as well as other specialized forms of life.

The man's departure will occur either with his whole life (its ontology is indistinct for the man, therefore, it is possible to allow unexpected departure of life from the planet), or for him alone if his mission on Earth is *exhausted*. Last, let's make an assumption, it will happen when the prerequisites for the emergence of a life form arise, which, to a lesser extent than the man, will specialize in the way of keeping everything and everything in oneself (apparently, this will be associated with the acquisition of the status of a self-acting reality by the thought).

Let us make an assumption that the man can leave the face of the Earth also because he cannot cope with that which was granted to him - with his mind. And this outcome is probabilistic. Moreover, to a greater extent than others. The universal is not a feasible burden for any form of life.

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Genesis of the model of professionalism of municipal employees

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Abstract. The article presents an analysis of the transformation of the essence of local self-government, which served as the reason for the genesis of the model of professionalism of municipal employees. According to the content of modern scientific discourse, the basis of the social model of professionalism of municipal employees is the optimal set of competencies, ensuring the effectiveness of the municipality at the level required by the local community. The construction of a social competency model of professionalism of municipal employees requires taking into account both the existing sociocultural traditions and modern trends in the development of society, as well as moving away from a formal set of competencies that do not ensure their functional certainty in the presence of dual paradigms in the management system.

Keywords: municipal employees, model, professionalism, scientific discourse, competence

Municipal service as one of the elements of the local government system occupies a special place in the governance structure of the modern state. On the one hand, born as one of the forms of democracy, it personifies the essence of civil society. On the other hand, real practice shows its direct connection with the existing state, the signs of power of which are also visible in the form of municipal service. From this we can conclude that this socio-professional group has a dual nature, which reflects its political power and social organizational essence, which is a determining factor in the formation of its social model of professionalism.

For a long period, the characterization of the social model of professionalism of municipal employees was determined by the content of the works of M. Weber, F. Taylor and F. Gilbert, who believed that

the effectiveness of local self-government depends only on the rational organization of life and labor relations in all divisions of specific social systems. The advantage of this model was the requirement that all management links have such qualities as accuracy, clarity, documentation, consistency, uniformity, submission, lack of conflict, cost savings [2, 14; 4].

Effective social and transformative activity of the municipal service, according to a similar logic developed by S. G. Strumilin, is based on properly organized work of employees [13]. The provisions presented by him show that the organizing work of the municipal service is associated with the implementation of the managerial function. Hence, the professional activity of municipal employees belongs to the category of bureaucratic activity, the character of which was presented by M. Weber as the most rational, albeit complex, tool of power.

According to the teachings of M. Weber, the bureaucracy model is a power structure of a pyramidal form, whose vital activity is based on universal and indifferent rules that form a non-discretionary image of managerial strategy. Municipal employees in the context of this model can be understood as a special status group, distinguished by its order of life, social status, group values. This characterizes this group as a community with a number of powers that elevates it over the overwhelming number of fellow citizens who do not have such an opportunity to influence the course of events in society, and thus have a lower social responsibility. From the point of view of M. Weber, the characteristic of professional skills of municipal servants should be formalism, since a high level of social responsibility of municipal servants is connected with the fact that they assume the burden of performing a number of formal procedures that are generally binding and regulated. These procedures must be performed so that the execution has the character of impersonality, indifference in relation to who and in relation to whom performs this procedure. Execution should be normative, hierarchical, formal and competent [2].

Beginning in the middle of the XX century, the society began to observe a departure from the management traditions proposed by Weber's teaching, in favor of new managerial models based on modern achievements of sociology, psychology and social philosophy. In new social models, self-government bodies began to act as public service institutions in terms of satisfying their needs and interests, both public and private.

Social modeling of the municipal service has changed the "logic of the institution" to the "logic of service" [23]. The service model of social

activity was developed in the publications of D. Valdo and V. Ostrom, authors of the theory of "responsive" administration, who in their model tried to justify the need for decentralization of management, bringing it closer to the needs of ordinary people [23, 9].

Following them, R. Owen, A. Maslow, I. Schumpeter, trying to simulate the managerial worldview in the new conditions, emphasized the subjective attitude towards the objective results of the action of managerial systems, which is born in the process of interaction with people around them [10; 19; 22]. According to I. Schumpeter, the change in social management models has led to the fact that the opinion of ordinary people has become a more significant factor affecting the effectiveness of municipal management, rather than the instructions of leaders and material interests [22]. Similar models of local governance were developed by D. McGregor, K. Arjiris, F. Herzberg, who determined the leading place for the needs of workers, the creation of appropriate conditions for the development of which was to become an effective factor in productive management [20; 1; 18].

The transformation of the essence of municipal service led to the fact that a new management model was formulated - the so-called New Public Management, developed in the studies of B. Athos and J. Graham, where the state was likened to a "large corporation." This model justified the need for developing a substantially different basis for the process of formation of professionalism of managerial personnel caused by changes in social reality [17].

This model was substantially supplemented by S. Reinert and J. Raven, who revealed the process of system development through the concept of competence [21; 12]. Their competence is presented as a dominant form of knowledge, skills reflecting the level of understanding by municipal employees of the goals and objectives of professional activity and the ability to put them into practice. It is possible to achieve it through the possession of an optimal set of competencies. This set is considered optimal if it represents the specific ability of a municipal employee to effectively carry out specific actions in the field of municipal management, bear responsibility for the result of professional activity and receive satisfaction from its implementation.

From that moment, competency models began to prevail in social perceptions about the development of professionalism of municipal employees. Within the framework of competency models, ideas about the professionalism of a municipal employee of a new type were formed, which could meet the ever-increasing needs and expectations of citizens.

To date, the concept of competence has been sufficiently developed in

the scientific literature and is widely known in public circles and government agencies using competency models. So, in the UK, public service is built on the competency model of J. Raven, used as an integrated system of requirements for the level of employees in positions for which social interaction is important. Attention to the J. Raven model is manifested in the text of official documents and rules, one of which is Professional Skills for Government, a set of requirements for the competencies of employees of state bodies of government and self-government at all levels [12].

Another document representing the competency model for employees of government agencies is the Governance Research Indicator Country Snapshot (GRICS). This is a model that includes competencies that reflect the requirements for the effectiveness of self-government employees and determine the necessary level of quality of municipal services. The GRICS model also contains a list of criteria for the quality of bureaucracy, the competencies of self-government employees, the level of independence of self-government structures from the pressure of the central government, and the level of trust that people have in municipal structures. The competencies indicated in the GRICS model relate to various aspects of the activities of employees in the field of self-government, including the amount of additional payments for additional work, the impact of corruption on the field of self-government and business.

Thus, in the UK today there is a competency-based model for the development of professionalism of municipal employees, the end result of which is the effectiveness of their activities. In this regard, the concept of efficiency is expanding to “systemic efficiency” and “operational efficiency” [16]. Both of these terms reflect the content of the concept of labor productivity, which, as noted in the GRICS model, depends on the rational organization of the management of municipal services.

As follows from the analysis of the GRICS model, the quality of the organizational structure and management of the municipal service depends on the correct composition, the number of links and subordination, and the distribution of functions between them. However, these standards do not take into account the characteristics of those who will directly implement the management process. Therefore, in every region of the UK where the GRICS model is adopted, it is necessary to evaluate in its own way the operational efficiency, that is, the productivity of employees. Municipal services of various territories of Great Britain independently form their competency models, create tools and technologies for their assessment. All of them mainly pay attention to the correlation between the efforts expended and the results of municipal activities, which are determined by

the level of professionalism and competence of employees of municipal bodies. Almost everyone pays attention to how the potential of employees is used.

The model of professional competencies of employees of self-government bodies in the United States of America is built in a slightly different way, where the competencies of employees are divided into broad areas that together comprise their managerial potential. Among the spheres of competencies highlighted in the professionalism model, the first place is given to the sphere of change management, which involves a set of competencies such as the presence of strategic thinking, creativity, innovation, vision of the future, awareness of the external environment, learning ability, elasticity, flexibility. The second place, according to this model, is occupied by the sphere of personnel management, which implies the presence of such skills as the ability to manage personnel, manage conflicts, understand cultural factors, form a team, and be honest. The third position is occupied by the sphere of resource management, which means the presence of the ability to manage such resources as finance, human resources, and technology. The next most important area is the achievement of results, including the competencies of responsibility, enterprise, determination, customer orientation, administrative skills, problem solving skills. The sphere of competencies, including communication skills, oral negotiation skills, written communications, creating alliances and finding partners completes the list.

The existing competency model in the USA was taken as a model in a number of European countries, for example, in the Netherlands. In this country, targeted selection of personnel is held to fill the vacant positions of officials, which takes into account the presence of special skills and management skills. As a selection tool, a competency model, called "Managementprofile", was developed here, which allows you to select candidates whose competencies satisfy the requirements of job openings.

The competency model of state and municipal employees in the Netherlands includes competencies that require the presence of: system management, which means the ability to predict the future, manage targeted projects, form alliances, be a leader; problem solving, which means the ability to analyze information, form alternatives, show conceptual flexibility, make decisions; interpersonal competence, which means the presence of the ability to listen, understand the reaction of the audience; flexibility in behavior, desire to help subordinates, the presence of energy, the possibility of resistance to stress, motivation

to conduct quality work, the ability to learn; management in specific life circumstances, which means the ability to recognize external conditions and influences, understand the influence of political factors, maintain honesty and ethical behavior.

The competency model is significantly different, as is the policy regarding the management of the competencies of employees of self-governing bodies in Japan, the specificity of which is the implementation of the principle of “multi-professionalism”, according to which the competencies of employees should be developed to the extent that they are useful for them to work in conditions of constant transformation of the working environment. The practical implementation of the principle of multi-professionalism leads to blurring the boundaries between the professional skills of managers of various structures who regularly change their responsibilities. Under these conditions, the number of requirements for the competence of employees increases sharply, as a result of which an employee develops a universal set of skills.

In general, a comparison between the professional competency models of municipal employees in foreign countries demonstrates their structural similarity. All of them involve the ability to analyze and plan, interact and communicate, motivation and leadership, the desire for self-improvement and learning. The composition of the listed competencies may vary depending on the culture, country and specifics of the employee. However, there remains the general outline of the model, determined by the presence of competencies and evaluated according to the basic categories distinguishing “managers”, “specialists”, “assistants, advisers” and “providing specialists” [15].

The domestic practice, trying to form an effective municipal service, cannot but take into account and be guided by foreign experience. At the same time, taking into account the peculiarities of the domestic managerial culture, an independent search is carried out aimed at providing the municipal service with effectively working models of professional competencies in the municipal sphere. As a rule, domestic authors take foreign models as a sample, which are being finalized taking into account adaptation to domestic conditions. Mainly, the development is carried out in terms of adapting a particular model to the specific conditions in which municipalities operate.

So, on the basis of one of the frequently used foreign models of the Representative Office of the World Bank Institute, S. E. Martynova developed the Russian model of managerial competencies of a municipal employee. The essence of the author's model is to determine the complex

of knowledge, skills and intrinsic motivation required by a municipal employee to carry out work within the framework of the main activity process [6].

V. S. Mukhametzhanova believes that the set of competencies that form the model of professionalism of municipal employees should, first of all, allow the municipal employee to effectively carry out the assigned functions [8]. Yu. I. Molotkov says that the formation of a set of competencies of professionalism of municipal employees is carried out on the basis of the specifics of those tasks that are addressed by the modern activities of local authorities [7].

According to I.V. Dreval and A. Yu. Moskvina, a significant change in the role of the municipal employee, from the executor of ready-made decisions to the participant in their search and implementation, also requires new competencies that will allow solving such problems as stabilization of the social and economic situation of the municipality; development of a support system for socially vulnerable groups of citizens; development of mechanisms for forecasting the social status of society and anti-crisis management methods; the search for methods to level socio-political tension; development of ways to increase resource security [5].

According to T. N. Patrakhina, K.P. Romanchuk, the ability to clearly identify the needs and motives of people in the process of interpersonal relations, fairly assess team and individual activity, form creative ways of activity and correctly determine its guidelines should be formed in municipal servants [11].

Thus, the modern scientific discourse is recognized as the transformation of the essence of local self-government, which served as the reason for the genesis of the model of professionalism of municipal employees. Developing in the direction from a rational to a competency model, the professionalism of municipal employees began to be seen as an integrative quality of a person, the ability to carry out socially and normatively defined functions with professional reliability in a dysfunctional management system.

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INTER-PARLIAMENTARY STRUCTURES AS A MECHANISM OF “SOFT POWER” OF THE STATES OF THE ARCTIC REGION

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Abstract. The article discusses inter-parliamentary cooperation of the Arctic region. The aim of the study was to determine the mechanisms of parliamentary cooperation. It is shown that the main mechanism of cooperation of parliamentarians is the inter-parliamentary structures of the status of parliamentary conferences, i.e. non-governmental organizations, unlike other regions where inter-parliamentary assemblies are formed - interstate structures. Such structures are most appropriate, given the geographical features and the great influence of indigenous peoples on the development of the region.

Keywords: Arctic region, interparliamentary cooperation, parliamentary conferences, indigenous peoples, non-governmental and intergovernmental organizations.

Several inter-parliamentary institutions have been formed and operate in the Arctic region: Conference of Parliamentarians of the Barents Region (CPBR, 1997), Conference of Parliamentarians of the Arctic Region (CPAR, 1993), Baltic Sea Parliamentary Conference (BSPC, 1991, 1999), Nordic Council (NC, 1952, 1962), Western Nordic Council (WNC, 1985, 1997), Parliamentary Forum of the Northern Dimension (PFND, 2009). In fact, all (except NC) inter-parliamentary institutions of the Arctic region, from the point of view of international law, belong to international non-governmental organizations, the so-called non-governmental organizations, which are controlled / influenced by the governments of the participating states - GRINGO (inter-parliamentary government run / inspired NGOs).

In the Arctic region, in general, the influence of the public non-profit sector is very strong. First of all, these are communities of national and international associations focused on Arctic research. The Arctic countries

are characterized by the strengthening of international organizations and the widespread use of network interactions, the development of information exchange and knowledge banks [8]. A. Podoplekin believes that this is connected, *inter alia*, with the ability to overcome “historically determined systemic limitations, for example, the absence of national research corporations like the RAS” [8].

On the other hand, in comparison with other regions, here we can talk about political regional governance, the mechanism of which is international declarations or soft law [1]. Since the 1991 Declaration, called the Arctic Environmental Protection Strategy or the Rovaniemi Process, many similar events have been held. The Nuuk Declaration on Environment and Development (1993), the same year the Tromsø Declaration was adopted, dedicated to the promotion of basic research in the northern regions, Inuvik (Canada) again raised the issues of environment and sustainable development (1996). A special place is occupied by the Conference on the Arctic Ocean of the representatives of the five coastal states that adopted the Ilulissat Declaration of the 2008 ¹[1]. There is hardly any other region where soft law is so often addressed.

In many ways, this line of decision-making after discussion with broad social forces is continued by the inter-parliamentary vector of interaction.

A number of, first of all, Western experts attribute this state of affairs to the need to take into account the exclusive rights of indigenous peoples and consult with them as regular participants in various negotiations. Hence, for example, the presence of regional inter-parliamentary organizations and non-governmental organizations as observers in the Arctic Council [5].

The appearance of an inter-parliamentary vector of interaction is associated with the formation of the so-called Northern Inter-Parliamentary Union in 1907 [6]. It was the prototype of the Nordic Council, created in 1952 – the forum of northern European parliamentary cooperation. In 1971, cooperation was organized at the executive level thanks to the creation of the Nordic Council of Ministers.

Nordic Council – regional organization of cooperation of parliamentarians of the countries of Northern Europe: Denmark, Iceland, Norway, Sweden and Finland (since 1955). The Council's activity consists of presenting initiatives on the problems of the northern region. The organization is a consultative and monitoring body on matters relating to cooperation between individual or all five states, including autonomous territories (Faroe Islands, Greenland and Aland Islands).

¹ In addition, Iqaluit (1998), Barrow (2000), Inari (2002), Reykjavik (2004), Salekhard (2006), Tromsø (2009), Nuuk (2011) Kiruna (2013) were adopted.

The Nordic Council provides recommendations and opinions to the Nordic Council of Ministers (NCM) and to governments. The decisions of the Nordic Council are in the form of recommendations, but they have significant weight. In most cases, its decisions take the form of concrete actions on the part of the respective governments, parliaments and NCM.

Representatives of the Nordic Council are delegates of BSPP, CPBR, CPAR.

The Council began to implement its Program of Cooperation in the Arctic only in 1996 but has since systematically expanded its areas of activity.

All proposals received are sent to the appropriate committee of the Nordic Council and then considered on the basis of the conclusion of the Committee at the Plenary Session. There are five specialized committees in the Nordic Council: a committee on culture, education and training; welfare committee; Committee on the Rights of Citizens and Consumers; Committee on Environment and Natural Resources; committee on business and industry.

Committees meet five to six times a year. Within the committees and between them, working groups can be created to solve specific problems. Working groups and committee presidiums meet between sessions and in connection with regular committee meetings.

At a session in Reykjavik in 1996, the Nordic Council officially secured relations with the neighboring territories of the North as one of its areas of activity. The concept of "adjacent territories" includes Estonia, Latvia, Lithuania, as well as the northwestern regions of the Russian Federation (the Republic of Karelia, the Arkhangelsk, Kaliningrad, Murmansk and Leningrad Oblasts, St. Petersburg).

An important role in the development of economic and environmental cooperation is played by the "Nordic Investment Bank", which was created with the help of shared contributions from the Nordic countries. The purpose of the Bank's activity is to provide loans and bank guarantees in accordance with normal banking practice to facilitate investment projects and exports. In April 1997, Moscow signed a financial cooperation agreement with the Nordic Investment Bank (ratified by Russia in March 1999).

Within the framework of the NCM, proposals have been prepared for a new Strategy for cooperation with neighboring territories. An important role in coordinating program activities is played by the Information Offices of the Nordic Council of Ministers. Such bureaus were established in the early 1990s in Vilnius, Riga and Tallinn. In August 1997, a Memorandum on the establishment of a similar bureau in St. Petersburg was signed. After lengthy coordination, a similar bureau in Kaliningrad was created in 2006.

The Nordic Council initiates parliamentary cooperation in three northern areas: the Baltic, the Arctic and the Barents.

In 1991 parliamentary cooperation was initiated in the Baltic Sea region, within the framework of which annual conferences are held alternately in each country of the Nordic Council or in the country of any participating parliament at the proposal of its representatives at the conference. In addition to central level parliamentary delegations, representatives of the regional parliaments of the states participating in the conference, a number of authoritative international organizations with observer status are also invited to the BSPC.

The Nordic Council in 1993 held a conference of parliamentarians in the Arctic region, which resulted in the formation in 1994. of the Standing Committee of Parliamentarians of the Arctic region. The committee has established relations with the Arctic Council (a government organization of states in this region), holds its conference every two years.

In addition to the activities of the Barents Euro-Arctic Council, the Nordic Council in 1999 held the first Conference of Parliamentarians in the Barents Region, which marked the beginning of parliamentary cooperation in the Barents Sea region.

The structure and activities of the Nordic Council served as a model for the formation of a parliamentary organization of the Baltic countries - the Baltic Assembly, with which the Nordic Council signed a cooperation agreement in 1992.

Another parliamentary structure is the Council of Western Northern Europe, which was founded in 1985 during a meeting in Nuuk as the Parliamentary Council for Cooperation of Western Northern Europe. The aim of the parliamentary forum is to restore and strengthen political, economic and socio-cultural ties between the countries of Northern Europe and Iceland, Greenland, and the Faroe Islands, which broke up in the post-war period; gaining independence gave rise to their desire for a certain isolation. In 1997, the Council was renamed the Council of Western Northern Europe, its charter was revised and expanded, and cooperation mechanisms were expanded precisely from the sociocultural sphere to the political and economic [10]. Today, the main goals are: to protect and preserve the resources and culture of the North Atlantic; acting as a parliamentary mediator for other organizations of Western Northern Europe participating in parliamentary cooperation in the Arctic region (Council of Western Northern Europe 2015) [12].

The Nordic Council of the EU-West (WNC) meets annually in the territories of the WNC or in the European Parliament. As the last interparliamen-

tary meeting, we can name the meeting in Brussels (December 2019) [12].

The BSPC was founded in 1991 as a forum for political dialogue between parliamentarians from the Baltic Sea region. Like any inter-parliamentary institution, it was created to discuss political issues in the subregion.

The BSPC supports and strengthens democratic institutions in the participating states, conducts dialogue between governments, parliaments and civil society, strengthens the common identity of the Baltic Sea region, working closely with national and regional parliaments based on the Strategy and Program of Work for 2019-2020 that were unanimously approved by the BSPC in Oslo in August 2019 [13].

CPAR — a parliamentary organization consisting of delegations of parliaments of countries located in the Arctic region, as well as representatives of the European Parliament. In addition, delegates from the indigenous peoples of the region take part in the Conference, as observers. Conferences are held every two years. Between meetings, the Conference is coordinated by the Standing Committee (SC) of the Conference, established in 1994. The Conference and the SC are actively involved in the work of the Arctic Council.

In the late 1990s, the Northern Dimension (ND) program was launched, designed to expand cooperation with countries in the region. This is very important after 1995 when the former republics of the USSR, the Baltic countries became EU members. In 2005, an informal parliamentary group called the "European-Baltic Intergroup" was formed within the European Parliament, which advocated the development of relevant documents in support of initiatives. In 2006, the European Parliament adopted a resolution on the strategy of the Baltic Sea Region for the "Northern Dimension" [2].

The Northern Dimension itself was not left without a parliamentary vector. The first parliamentary forum of ND was organized in 2009 in the capital of Belgium, Brussels, the second was held in February 2011 in Tromsø, Norway. The purpose of the meetings of parliamentarians of the Nordic countries is to create mechanisms for interparliamentary coordination and promote international cooperation [11].

In fact, this is a forum of countries belonging to the EU, Norway, Iceland and Russia. An authoritative delegation is participating from the Russian Federation at the level of the leadership of the State Duma, parliamentarians of the North-West region of Russia.

In certain aspects of such cooperation, Belarus is involved. The USA and Canada have observer status [14].

The parliamentary forum is exploring the possibilities of ND in the interests of cooperation in the field of science and education, youth exchanges, sports, the development of cross-border ties, solving the problems of the indigenous peoples of the North, and involving regional and local authorities in cooperation [3]. Parliamentarians of the Northern Dimension region meet every two years to discuss the content and results of the cooperation. Once again, this happened in the Storting of Norway, the organizer of the next parliamentary Northern Dimension Forum in Bodø in 2019 [4].

Obviously, any parliamentary forum considers issues related to the activities of representative power. These are issues of legitimizing regional projects, promoting democracy, human rights, including in terms of electoral processes. It is clear that for any region there is its own set of questions and problems. For the Arctic region, this is, first of all, the problems of protecting the environment through the prism of the vital interests of the indigenous peoples of the North.

We can talk about a certain phasing in the emergence and solution of problems. In the 80s, these were environmental and safety issues. In the 90s, the development of democracy. Today, the problems of sustainable development of communities, in accordance with the UN Sustainable Development Goals Program (UN SDG). It is also obvious that the emerging opportunities in the field of mining and transport, attracting the attention of extra-regional states in this region, are both a blessing and a serious challenge for parliamentarians of the Arctic states.

To a certain extent, the European Union can be considered such an extra-regional force. It is clear that many Arctic states are its members. But in this case we are talking about a common structure or, more precisely, about the European Parliament.

In 1999, the EP adopted a resolution on the Northern Dimension, and in 2005 on the future of the Northern Dimension. In the latter, the EP proposed an initiative to develop a "Charter for Arctic Governance" [7]. The Resolution of the European Parliament of October 9, 2008 is quite controversial. It proposed that the European Commission prepare for the opening of international negotiations aimed at adopting an international treaty on the protection of the Arctic, following the example of the Antarctic Treaty, supplemented by the Madrid Protocol 1991 [7]. It is on the basis of these documents that many experts have the impression that the EU is in favor of giving the Arctic the same status as Antarctica [16]. This contradicts the 2008 Ilulissat Declaration.

The resolution of the European Parliament on EU policies in the high-latitude Arctic on its sustainable development (2011) [7] is a definite step

in shaping EU policies in this region. The main policies were formulated in the Communication of the European Commission to the European Parliament and the Council "European Union and the Arctic Region", 2008 [7, 9].

The influence of EP on decisions made in regional parliamentary structures, as well as the opposite, is obvious.

In the Russian Federation, the Arctic and Antarctic Council operates under the Council of the Federation of the Federal Assembly of the Russian Federation. The main tasks of the Council are: analysis of the legislation of the Russian Federation and law enforcement practice on the implementation of state policy and ensuring the national interests of the Russian Federation in the Arctic and Antarctic and preparation of proposals to the Federation Council and its bodies, the Chairman of the Federation Council of the Federal Assembly of the Russian Federation on amendments to the legislation of the Russian Federation in order to implement state policy and ensure the national interests of the Russian Federation in the Arctic and Antarctic [15].

The Conferences from the Russian Federation are attended by parliamentarians united in the Parliamentary Association of the North-West of Russia (PANWR). This interparliamentary association is an independent, self-governing, voluntary organization of legislative / representative bodies of power of the constituent entities of Russia that are members of the North-West region. The Association was formed in 1994. In 2010, the Permanent Committee of the PANWR for the affairs of the North and small peoples was established in it. The SC Coordinator was the Assembly of Deputies of the Nenets Autonomous Okrug.

In general, solving various kinds of problems related to the life of indigenous peoples is a distinctive feature of the Arctic region. By the number of laws on the rights of indigenous peoples, the Arctic region is much superior to others.

Conclusions:

- geographical features of the Arctic region to a large extent affect the processes of regionalization. This is, first of all, the transnational nature of the region, low population density, poor infrastructure and unique landscape - endless sea and ice.

- immeasurably greater influence on various regionalization issues from the indigenous peoples of the region.

- perception, in any case, until recently, of this region, as peripheral for international politics. It was only after the end of the Cold War in the region that rivalry between the powers militarily came to establish contacts on the basis of common democratic values. Including understanding

the environmental vulnerability of this region.

- recently, environmental issues and the life of indigenous peoples have received a new sound in connection with the transformation of the Arctic region into an important global transport and hydrocarbon resource.

- after the end of the cold war, interparliamentary cooperation at various levels was formed and established relatively quickly in the region.

- distinctive feature of the development of inter-parliamentary cooperation in the Arctic region is that high-level interparliamentary structures (regional assemblies) of the European Parliament, OSCE PA, CIS IPA (which include the states of the region) play a less prominent role in its life than parliamentary conferences (structures of a lower status).

- Inter-parliamentary structures in the Arctic region play the role of a “soft power” mechanism of states. But at the same time, inter-parliamentary structures are not “directly” dependent on states, but they are not purely public structures. This, firstly, ensures that the voice of indigenous peoples is heard; secondly, it makes it possible to seriously reduce the possibility of confrontation in the region, if not avoid it.

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CORRELATION BETWEEN LEVEL OF PERSONAL ANXIETY AND ABUSE OF SPECIFIC MECHANISMS OF PSYCHOLOGICAL DEFENSE

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Abstract. This paper aims to study the correlation between the level of personal anxiety and abuse of certain mechanisms of psychological protection. The research reveals that students with a high personal anxiety level choose immature mechanisms of psychological defense such as denial and regression. These results may further help to avoid the negative aspects of this phenomenon and improve the educational process.

Keywords: anxiety, situational anxiety, personal anxiety, mechanisms of psychological defense, denial, regression, displacement, projection, substitution, intellectualization, rationalization, compensation, coping strategies.

Nowadays in such turbulent time, it is almost impossible to meet a person who would not be bothered by anything. Anxiety is an important part of our life that accompanies a person from the very initial stages of evolution. It causes discomfort, but at the same time it warns us about the danger [5, P. 142]. The relevance of the studied topic lies in the need to understand the phenomenon of anxiety, consider the possibilities of its control and management in order to minimize the harmful functions of anxiety. This knowledge will help to eliminate negative aspects when forming communication with youth. Despite the fact that the anxiety research path is quite long, there is still no comprehensive idea of the features of its formation and factors of influence.

Such scientists as R. M. Granovskaya, T. V. Tulupieva, E.V. Chumakova, T. G. Shatilova worked on this topic. They tried to figure out how defensive mechanisms are formed and how they can help in stress management. The researches of defensive mechanisms can be found in science articles of L.V. Yurkina in the Bulletin of MTU, the Bulletin of the RIAT and the Bulletin of the MSLU [8, 9, 10]. All studies on this topic were based on

the work of H. Selye, in which he develops the concept of stress. According to Selye, one of the main functions of the psyche is the adaptation of the organism to constantly changing environmental conditions, and stress is the answer to the difficulties that accompany the changes [6, P. 12].

Anxiety — individual psychological feature of a person, a trait of his character, manifested in a tendency to fall into a state of increased worry and anxiety in those episodes and situations of life that, in the opinion of this person, bring a psychological threat to him and can turn into troubles, failures or frustration [2, P. 442]. Most often, anxiety is negatively associated with experiencing stress. The state of anxiety can vary in intensity and change over time as a function of the level of stress that an individual is exposed to, but experiencing anxiety is natural for a person. [1, P. 173]. In contrast to worry, anxiety in modern psychology is regarded as a mental characteristic and is defined as the individual's tendency to experience worry, characterized by a low threshold for the occurrence of anxiety reactions [3, P. 407].

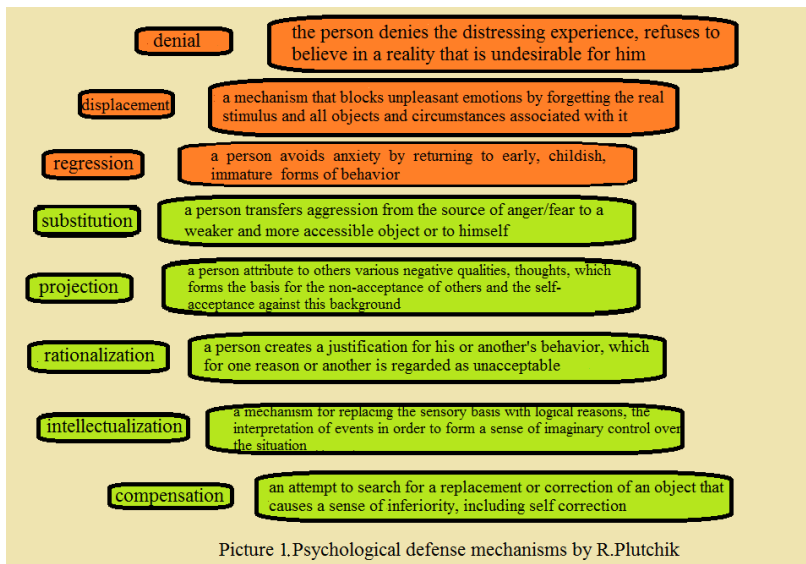
The term “anxiety” is used to describe the relatively stable individual differences in an individual's tendency to experience this condition. The level of propensity can be determined based on the frequency and intensity of anxiety states in humans. An anxious person perceives the surrounding world as a danger and threat to a much greater extent than a person with a low level of anxiety [7, P. 15-17]. Sometimes anxiety is observed as the result of an internal conflict (Z. Freud).

An increase of the level of anxiety is uncomfortable for a person and activates psychological defense mechanisms to return to a tranquil state. The first barrier of the mind in the struggle with anxiety are psychological defense mechanisms (PDM). They are one of the phenomena of unconscious confrontation to anxiety. PDM allow a person to reduce anxiety caused by a stressful situation, and this happens automatically and consists in adjusting the subjective perception of the world to maintain stability and relative tranquility. The attitude to the PDM is ambiguous: on the one hand, they help to cope with anxiety and stress, and on the other hand, because of a change in the picture of the world, it does not contribute to resolving the contradiction.

These unresolved contradictions can negatively affect the educational process - anxiety, due to the PDM, will decrease, but each time a similar stressful situation will cause another alarming reaction, making student learning more difficult. To solve this issue, we should study in more detail the work of R. Plutchik, who was studying the PDM.

R. Plutchik identified eight mechanisms of psychological defense (see

Picture 1) [4, P. 31].



From the description of the mechanisms it can be seen that they vary in effectiveness. Plutchik himself divided them into "mature" (highlighted in green) and "immature" (highlighted in red). "Immature" mechanisms distort reality as much as possible and do not contribute to the elimination of the stress factor, "more mature" rather help a person to deal with stress, and "most mature" approach the mechanisms of coping with anxiety and stress. The choice and manifestations of psychological defense mechanisms depend on personal maturity and the characteristics of the course of cognitive processes. The very first mechanisms arise that are related to ignorance and misunderstanding of information, which are based on perceptual processes (attention, sensation, perception) and processes related to memory. These are defenses such as denial, regression and displacement - they are the most primitive, and their presence and abuse of them means the emotional immaturity of the person. As the processes of thinking and imagination develop, more complex and mature types of psychological defenses are formed, associated with the reassessment and processing of information.

In the current study, it has been hypothesized that a high level of anxiety associated with the abuse of immature psychological defense mechanisms.

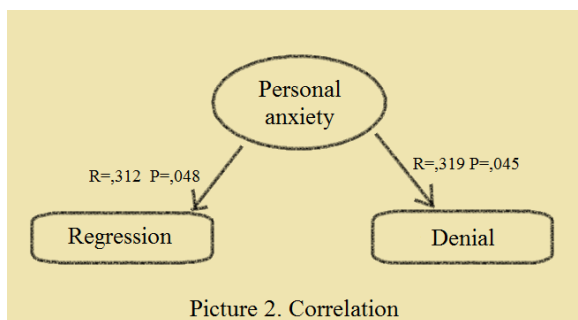
The study involved 40 students from Moscow universities, 10 young men and 30 young women, whose average age was 20 years. The study took place during the spring semester of the 2018-19 year.

Empirical methods included: the classic test "Spilberger-Khanin reactive (situational) and personal anxiety scale", Plutchik-Kellerman-Conte personality questionnaire "Life style index". Statistical data processing was performed using the IBM SPSS Statistics ver. 22.

According to the results of the study of the anxiety level 22 respondents (55%) have personal anxiety in the zone of high rates; of these, 18 people (82%) use such a mechanism of psychological defense as denial, 15 people (68%) - displacement, 20 people (91%) - regression.

To test the research hypothesis, statistical processing methods were used: Shapiro-Wilk test, Spearman correlation criterion included in the IBM SPSS Statistics ver.22 statistical package.

The sample was checked for normality of the distribution using the Shapiro-Wilk test, for a number of signs, significant differences were found from the normal distribution ($p < 0.05$). A correlation analysis was performed to identify the correlation between personal anxiety and abuse of psychological defense mechanisms. To calculate the correlation, the non-parametric Spearman rank correlation coefficient was used, since the distribution was different from normal. A weakly significant positive correlation was found between indicators of personal anxiety and abuse of psychological defenses such as denial ($r = 0.319$; $p = 0.045$) and regression ($r = 0.312$; $p = 0.048$). The respondents with high personal anxiety have prevailing negative characteristics of immature defenses, i.e. the respondents abuses them (see Picture 2).

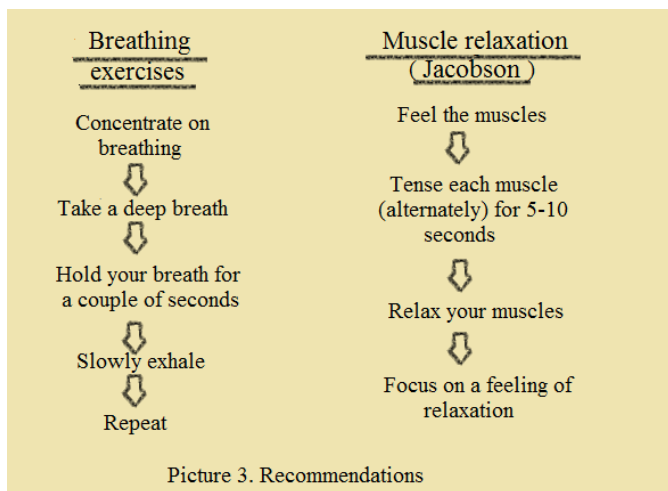


Thus, we can conclude that there is a significant positive correlation between personal anxiety and the choice of immature mechanisms of psychological defense, i.e. the hypothesis was confirmed that there is a con-

nection between the level of personal anxiety and the abuse of immature and psychological defense mechanisms.

On the basis of the results were formulated psychological and pedagogical recommendation on accounting and control of the level of anxiety and improve skills in using methods to reduce anxiety.

In order to prevent the organism from resorting to immature mechanisms of psychological defense, the following methods of dealing with a high level of personal anxiety can be used (see Picture 3).



Picture 3. Recommendations

In addition to the recommendations in the picture, any simple sports exercises or affirmations can be used ("I can easily overcome anxiety", etc.). Also, as a way to deal with anxiety, you can take such familiar actions as sleeping, yawning, remembering something funny or good, trying to negotiate with yourself. Despite the fact that most of these methods can be used anywhere, but they give only a temporary effect. This is not a panacea, and they will not help get rid of the causes of anxiety or excessive worry. But trying to eliminate the negative aspects is important to improve the educational process.

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FACTORS OF SUCCESS OF STUDYING FOREIGN LANGUAGES BY ADOLESCENCE AND YOUTH

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Abstract. The modern model of teaching, both at school and at a university, emphasizes the special importance of studying a foreign language, gaining knowledge of it and the ability to use it in practical professional activities. In the light of the introduction of new standards, it is necessary to propose new forms and methods of education management. The article discusses the success factors of learning foreign languages by adolescents and young men. As factors of success, the basic personality characteristics are presented: anxiety and perseverance. In an empirical study on adolescent and youthful groups, a relationship was found between personality characteristics and the success of learning foreign languages.

Key words: learning success, foreign language, adolescence, youth, anxiety, perseverance.

Introduction

The identification of effective conditions for learning foreign languages by schoolchildren is an urgent problem in modern society. The meta-subject requirements of GEF LLC and SOO include the assimilation of regulatory universal training actions necessary for the effective formation of foreign language competencies and the development of adaptive behavioral strategies.

Formulation of the problem

It has been suggested that there is a connection between personal characteristics, namely perseverance and anxiety, and success in learning foreign languages in adolescence and youth. Cognitive adolescent strategies are mainly based on the problems of presenting information; adolescents with a low level of anxiety control are more meticulous in relation to learning.

The adolescent period is characterized by a desire for cognitive activity in the field of the chosen professional interest, which casts doubt on the

success of the language program for young people with reduced volitional control [4].

Methods

To verify the assumptions made, a study was planned and conducted that included two stages: theoretical and empirical. The theoretical basis of the research is built on the works, G.M. Andreeva, Yu.K. Babansogo, Z. Freud, R. May, C. Spielberger, C. Horney, A.M. Parishioners, W. Mac-Dougall, E.P. Kazakova [3], as well as in a previous study [1]. The empirical stage involved working with psychodiagnostic techniques, as well as analyzing documents to test the following hypotheses: a) adolescents with an increased level of anxiety are more successful in learning foreign languages than adolescents with a reduced level of anxiety; b) young men with a high level of perseverance are more successful in learning foreign languages than boys with a low level of perseverance.

The following methods were used: "The scale for assessing the level of reactive and personal anxiety" (Ch.D. Spilberger, Yu.L. Khanin), namely the scale for personal anxiety, and the test method "Study of volitional self-regulation" (A.G. Zverkov, E. V. Eidman), the scale of perseverance [8].

The sample consisted of 108 subjects, including 59 adolescents, namely 19 boys and 40 girls aged from 11 to 14 years ($M = 12.22$; $Sd = 0.696$; $Min = 11$; $Max = 14$; $Md = 12$), and 49 boys, namely 16 boys and 33 girls aged from 14 to 17 years ($M = 15.88$; $Sd = 0.526$; $Min = 14$, $Max = 17$, $Md = 16$). The subjects were students of 6th, 7th, 10th grades of Moscow schools.

To verify the research results, statistical processing methods included in the package IBM SPSS Statistics ver.23 were used.

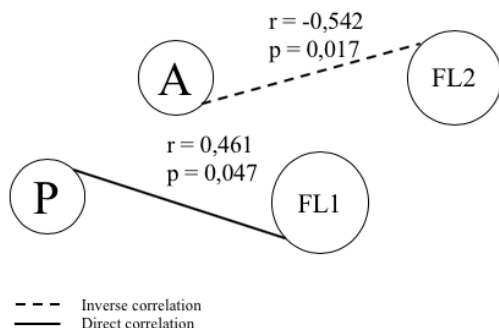
Results. The general sample was divided by us into several according to the following parameters: gender and grades, age and average academic rating.

Based on the analysis of experimental data, there is no evidence of a relationship between personality characteristics and learning success in adolescent girls, as well as in the general sample of adolescents.

There were also no significant differences in the level of anxiety and persistence in adolescent girls with marks "satisfactory" and "excellent" in the first foreign language, and in the level of persistence and anxiety in teenage girls with marks "satisfactory" and "excellent" in 1st and 2nd foreign languages.

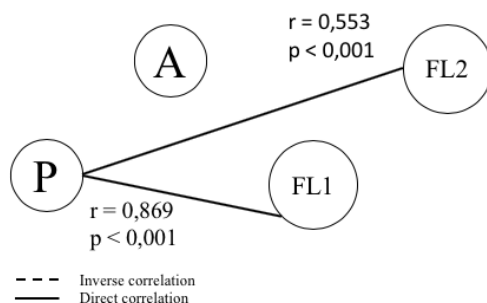
But our experimental hypotheses confirm the following relationships and relationships:

- In the sample of adolescent boys, there is an inverse correlation between the level of personal anxiety and marks in the second foreign language ($r = -0.542$; $p = 0.017$). The results are presented in picture No. 1 in the form of a correlation galaxy.
- In the sample of adolescent boys, there is a direct correlation between the level of perseverance and marks in the first foreign language ($r = 0.461$; $p = 0.047$) (Pic. No. 1);



Picture No 1. Correlation galaxy. The sample of adolescent boys

- In the sample of youth boys these is a direct correlation between the level of perseverance and marks in the first ($r = 0.553$; $p < 0.001$) and the second foreign languages ($r = 0.869$; $p < 0.001$) (Pic. No. 2);



Picture No 2. Correlation galaxy. The sample of youth

- Significant differences were found in the level of anxiety in the sample of adolescent girls with marks "satisfactory" and "excellent" in the second foreign language;

- Significant differences were found in the level of anxiety in the sample of adolescents with marks “satisfactory” and “excellent” in the second foreign language;
- Significant differences were found in the level of perseverance of youth with the marks “satisfactory” and “excellent” in the first and second foreign languages.

Conclusions and recommendations. Between personal characteristics and marks in foreign languages, there are connections in adolescence and youth.

A psychologist working in the school needs to actively work with students who have difficulty in learning foreign languages. It is necessary to conduct a diagnostic study with the participation of students in order to identify the causes of poor performance, which should include the methods used in our study. If you find a level of anxiety that is different from normal in adolescents and an underestimated level of persistence in young men, it is necessary to carry out corrective work, which may include: a conversation with the student, group trainings to reduce the level of anxiety (training T. A. Rudenko [5]), joint a conversation with the child's parents on topical issues.

You can advise teachers of foreign languages to draw up a program of integrated classes, which will include exercises of psychological unloading in a foreign language [6, 7].

The school psychologist also needs to conduct classes with all students in grades 9-10 to develop regulatory universal learning activities. We propose a series of exercises that help form regulatory educational activities and are suitable for the studied age groups [2].

Thus, with the help of a school psychologist, students with an increased level of anxiety and with insufficiently formed regulatory universal educational actions will be able to normalize their psycho-emotional state, increase their academic performance and will be able to constructively assess their future, making sound decisions about life.

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METHODS OF ANTI-STRESS KINESIOLOGY AT SURGEONS- ORTHOPEDISTS-TRAUMATOLOGISTS

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Abstract. The aim of this work is the study and correction of kinesiological methods of emotional states in trauma surgeons.

Keywords: stress, emotional burnout, load, kinesiology, surgeons, doctors, chronic fatigue, exercises.

Surgery - is one of the most difficult areas of modern medicine, associated not only with increased moral and legal responsibility, but also requiring considerable physical strength and endurance, stress resistance from doctors, characterized by the presence of multiple factors of professional harmfulness (prolonged forced position during operations, adverse micro-climatic conditions and air pollution of operating units), disturbances in rest and sleep patterns. The negative impact of stressful and adverse factors exacerbates the increase in the functional load on these specialists, associated with increased surgical activity and an increase in the number of operated patients with severe pathology. One of the types of psychological correction you can use exercises from kinesiology.

The science of "Kinesiology" can be described as one of the areas of modern medicine. It can also be attributed to wellness practices. In a number of psychotherapeutic techniques, it can be attributed to the section "body-oriented psychotherapy".

Such systems of natural healing, which tend to affect the body as a whole, and turn to their own natural reserves of the body, rather than drugs, are commonly called “holistic” medicine in the West as opposed to official orthodox medicine.

The goal of the kinesiologist-therapist is to conduct a psychoemotional “reconfiguration” of his client, to transfer him from a negative emotional state to a positive one.

Applied kinesiology is a technique for applying muscle tone testing in the process of diagnosis and treatment for the purpose of general healing of a client by non-drug methods.

With the help of kinesiology practice, you can get rid of a wide variety of problems, such as:

- relieving acute stress during work;
- difficulties in communicating with the other sex, within the family, between spouses, with children and with the older generation;
- problems at work, conflict with bosses, colleagues or subordinates, inability to defend one's point of view, dissatisfaction with work;
- chronically poor mood, depression, insomnia, irritability, tearfulness, apathy;
- various health problems, chronic back pain, frequent colds, allergies;

The methods of the concept make it possible to relieve stresses (both those that have just happened and those that have been going on for a long time) and depression, as well as deep negative emotional blocks, suppressed qualities and transform them, returning the person the opportunity of conscious choice.

For applied kinesiology, the process of transferring information from the brain to the body is very important, since at this stage problems, inaccuracies and hiccups can occur. This technique implies that if a person has something wrong with his emotional state, he lives in stress, anxiety and constant excitement, then all this will not affect his body in the best possible way.

Muscles will be tense, the body will not be correctly responsible for its functions, and this will aggravate the emotional state of a person.

The same feedback: when exposed to stressed areas of the body, the emotional component will also relax and normalize. This holistic technique includes all kinds of manual manipulations with the myofascial (muscle) apparatus of a person; dietary recommendations and dietary supplements.

An important part of the technique is that all the muscle tension of the body occurs unconsciously, therefore, the specialists of this technique, helping a person, enter into manual-verbal-nonverbal communication with

him so that the therapy is successful.

Today 3 branches of science are identified. The first is applied or body-oriented. Typical for it:

- focus on the calculation of body clamps;
- justification of the relationship of blocks in the body with the patient's disease;
- removal of clamps with concomitant treatment;

The second area of kinesiology is motor-oriented. Domestic doctors use the term "biomechanics. It is distinguished by:

- focus on finding the optimal trajectory of movements;
- study of the mechanics of the movements of each part of the body, each muscle;

The third area of science - is psychotherapeutic kinesiology.

It is distinguished by:

- the perception of muscles as indicators of a psychological state;
- primarily mental stress first, and only then the muscle;
- manual-verbal-non-verbal communication between the doctor and the patient;

Manuall-muscle testing or MMT is usually used for the applied area. The center of kinesiology reckons biomechanics as branches of applied science. Accordingly, for motor-oriented therapy, MMT is also relevant.

Psychotherapeutic kinesiology "relies" on the "three in one" method. The bottom line is a single impact on the body, mind and spirit. Starting with a muscle test, kinesiologists move on to a behavioral barometer.

Kinesiologists use psycho-muscle leverage to switch from minus to plus. So get rid of the stress provoked by negative emotions. It blocks parts of the brain. A person begins to miss thoughts and perspectives. The "three in one" method returns an integrated view of life.

Applied kinesiology, although focused only on the body, considers it holistically. One muscle tone loss is seen as a rusted cog in a car. If you don't fix the fasteners, all cars will fall apart. For its comprehensive diagnosis, auxiliary methods are added to muscle testing:

Posture analysis. We study the position of the body with discomfort, peace and movement. The structure and color of the skin, the symmetry of the bony protrusions and muscles, the location of the spinal column, navel and abdominal wall are taken into account. In parallel, the nature of breathing is fixed in one or another pose. Deviations from the norm are associated with specific diseases.

Wave testing. Based on electromagnetic waves. Body impulses are

corrected by waves from the outside. They achieve a coincidence of the electromagnetic oscillations of the patient's systems and, for example, the magnetite mineral. This allows you to change the ECG indicators, adjust the pressure and data of electroencephalography.

Cranial osteopathy is a manual effect on the bones and sutures of the skull. The method is similar to deep massage.

Muscle testing is an assessment of the functional ability of muscles. The assessment is carried out at the time of stress. The kinesiologist provokes muscle contraction and achieves its isolation from others.

If the contraction is joint with the adjacent muscle, the assessment of tone is biased. Only a professional can achieve isolation. In the simplest movements, at least 100 muscles of the body are involved.

The doctor judges the condition of the muscle by the force of contraction. The concept of "condition" includes:

- tone;
- lymphatic strength;
- innervation.

If applied kinesiology is aimed at the liberation and health of the body, then psychotherapeutic - at the liberation of the personality and the disclosure of its potential. To do this, through the movements of the patient, they are moved towards awareness of the problem, an emotional reaction to this awareness and letting go of the problem.

When working with dual couples, doctors balance the personality, leading to an understanding of future goals and how to achieve them. In addition to individual receptions, family practice.

Kinesiology today represents one of the most interesting modern areas of natural psychotherapeutic effects on the human body. Its purpose is to change the human mental functioning with the help of closely-oriented teaching methods.

Since the basis of work with the patient, with the help of muscle testing, his emotional and psychosomatic state is accurately determined, this method is optimal when working with trauma surgeons.

The problem of surgeons' professional stress is relevant not only for Russia. In world practice, much attention is paid to the health of doctors. It is known that the frequency of psychosomatic disorders in traumatologists is 1.2 - 1.6 times higher than the average for doctors in other areas.

The probability of stress formation at work by trauma surgeons is determined by the magnitude of the workload. This may include the intensity of the factors of the working environment and the labor process. The presence and significance of psychosocial factors and the level of individual

resistance to stress are important.

To prevent stress at work and maintain the health of surgeons, a special system of their medical examination is carried out according to health groups, taking into account the likelihood of stress and individual resistance to it.

The main cause of stress at the work of a surgeon is a very high labor intensity. This is a complex of high intellectual and emotional stress, as well as an irrational mode of work and rest. The result is an extremely high workload.

To reduce the level of stress among trauma surgeons, we carried out kinesiological procedures of a psycho-oriented direction. They can be called a psychophysiological correction of the psycho-emotional state.

Improving the physical state from this point of view can be considered a secondary effect, following the primary one - improving the emotional state at an unconscious level.

In total, four exercises were used to reduce anxiety and one to relieve the head.

1. Fronto-occipital correction (FOC)

Fronto-occipital correction is one of the most important three-in-one kinesiology tools. Literally, this means - girth with the palms of the forehead and neck (according to the projection of the upper line of the ears).

FOC, when corrected by a kinesiologist, gives the effect of calming and clearer thoughts. There is a surge of blood and energy in the frontal lobes of the brain and visual zones on the back of the head.

With FOC, brain zones are stimulated in the projection of the girth of the palms - pineal gland, thalamus and hypothalamus. According to the ancient ideas, the pineal gland develops an internal vision. During the FOC, the muscles relax, brain nutrition and ability to think are restored.

The essence of the exercise is as follows. You need to put one palm on the forehead, the other on the back of the head. Holding our hands in this position, we pronounce what bothers us, while breathing deeply.

Touching the forehead, blood flow to the frontal lobes of the brain is ensured. This part of the brain is responsible for analyzing, re-understanding and re-evaluating the situation, for finding new ways to solve problems and seeing new perspectives.

In the occipital part of the brain is a zone that perceives visual images, which are then stored in memory. That is, we can say that this zone is a repository of our past experience.

Putting hands on this area, blood circulation in this area is stimulated and thus, as if "washed out", stressful situations, images stored in memory

are erased.

Simultaneous stimulation of blood circulation in the frontal region makes it possible to re-evaluate the situation and find new ways / prospects for a possible exit from it.

2. Massage of the ears. Massage the earlobes with the thumb and forefinger until a slight warming of the auricles is felt. It is best to place the thumb on the back of the earlobe, the index finger in front of the ear. Following the massage, pull the earlobe back slightly until tissue tension is felt.

3. Self-massage of fingers and palms of hands. To relieve stress, the following set of exercises can be used.

Tapping the table with a relaxed right hand and then left hand. Turn your right hand on the rib, bend your fingers into a fist, straighten, put your hand on the palm of your hand. Do the same with your left hand.

"Call". Leaning on the table with your palms, bend your elbows. Shake in turn with brushes.

"House". Connect the terminal phalanges of straightened fingers. With the fingers of the right hand, press the fingers of the left finger with force, then vice versa. Work out these movements for each pair of fingers separately.

Tap on the table with each finger of the right hand under the score "1, 1-2, 1-2-3, etc."

Fix the forearm of the right hand on the table. With index and middle fingers, take a pencil from the table, raise and lower it. Do the same with your left hand.

Roll out on the board a small ball of plasticine in turn with the fingers of the right hand, then the left.

Rotate the pencil first between the fingers of the right hand, then the left (between the thumb and forefinger; index and middle; middle and ring finger; ring finger and little finger; then in the opposite direction).

4. Also, educational kinesiology was used to "unload the head." The Thinking Cap. It activates the entire mechanism of auditory perception and contributes to the development of memory, the assimilation of information by ear.

It is necessary to take the right ear with the right hand, the left with the left so that the thumbs are at the back, and the rest at the front.

Massage the edge of the ear, moving from top to bottom, slightly pulling and turning to the back of the head. Then stretch the earlobe. Repeat 3 or more times.

The correction itself is carried out more on a subconscious level and

does not require special efforts from the corrected. Opportunities for this arise due to the achievement of close psychological contact and the selection of appropriate physiological effects for each specific case using special techniques.

The effect itself can be the same in many cases, but it is carried out against the background of a different psycho-emotional state of the client and therefore leads to different results. Although there is a general result - improving the emotional state and well-being.

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PSYCHOLOGICAL CHARACTERISTICS OF THE EMOTIONAL STATE OF SURGEONS

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Recently, more and more attention has been paid to the issue of preserving the emotional health of people in those professions that have the most stress factors. Undoubtedly, medical workers also belong to this category. And in such turbulent times, they are the most vulnerable population groups.

Health workers are constantly at risk, they are subject to high emotional stress, and, as practice shows, they often do not have enough time to recover. All these factors lead to a direct increase in the neuropsychic stress of the employee, which in turn contributes to the emergence of neurotic disorders and even psychosomatic diseases [1].

It is fair to say that the emotional state of surgeons plays an important role in their professional activities, in interaction with both patients and colleagues. At the same time, the emotional state has a direct impact on the personal lives of specialists. All this suggests that the study of the emotional sphere of medical workers is of great importance for the prevention of burnout and other traumatic conditions [4, 6].

Medical personnel, especially in the departments of surgery and intensive care, experience high psychological and emotional stress during their work.

The manifestation of this negative effect may be the appearance of professional deformities and burnout syndrome. Psychologically, burnout leads to a regression of professional development, as it affects the person-

ality as a whole, destroying it and exerting a negative impact on the quality and efficiency of labor [3, 12].

Along with the observance of ethical standards and high professionalism, the doctor must possess special personal qualities: compassion, humanity, patience, restraint, conscientiousness, honesty, love for his profession, and attentiveness. The ability to communicate, based on knowledge of the psychological characteristics of the communication process, or communicative competence, is a necessary professional quality of a doctor.

It is advisable to say that in real practice the requirements for the emotional sphere of medical workers are very contradictory. After all, the doctor should be not only empathetic, but also emotionally stable. It turns out that he must always keep a certain balance of power. On the one hand, show sympathy for the patient, but on the other hand, keep a distance with him so as not to “attach” to him too much [1].

It is worth noting that some personal characteristics of medical workers can make them more susceptible to emotional burnout. They are prone to idealistic rather than realistic expectations, overly keen on their work and find it difficult to break away from it. They are ready to be at work around the clock just to help patients. According to the theory put forward by M.O. Vincent, such workers can be co-dependent and have a strong need to feel necessary, significant, valuable and accepted. They are ready to give themselves completely to work. Interestingly, such workers are ready to devote themselves entirely to patients, but with friends and relatives they are ready to completely break off all relations. In this connection, we can say that they seem to be removed to their own world, where they receive the majority of positive emotions through the means of their professional activity [4, 10].

A. Pines expressed an important and perhaps correct opinion on this subject. In his professional opinion, existential needs are met through professional identity, and therefore they experience professional threats and stresses as a challenge to fundamental hopes, meaning and purpose, which is practically offset by the support of defense.

Based on the foregoing, it can be reasonably concluded that all the activities of medical workers are associated with increased psycho-emotional stress in combination with responsibility in decision-making in various extreme situations. The important thing is that they are constantly in a stressful situation, and also work in conditions of uncertainty. The peculiarity of the so-called “helping” professions is that the subject of activity itself acts as the main tool of its work, and it is not enough to use only methodological methods for building. Assistance activities require the professional to be

personally involved, open to relationships, empathy and even complicity, as well as the ability to understand the interests of another person. Undoubtedly, all of the above factors determine a high level of probability of the occurrence of burnout syndrome in medical workers [2, 8].

Research:

The study was conducted at the Central Clinical Hospital of the Russian Academy of Sciences.

The empirical study involved medical workers aged 24 to 64 years: surgeons (15 people) and laboratory assistants (13 people).

| | Experimental group | Control group |
|--------------------------------------|-------------------------|-------------------------|
| Age | From 28 to 64 years old | From 24 to 52 years old |
| Professional occupation | Surgeons | Laboratory assistants |
| Work experience in given specialties | More than 3 years | More than 3 years |
| Mental conditions | none | none |

The main difference between the experimental and control groups is contact with patients, surgeons interact directly with patients, laboratory assistants are less susceptible to such contacts.

Purpose of the study – study the characteristics of the emotional sphere of surgeons.

Objectives of an empirical study:

- 1) Selection of methods relevant to the purpose of the study.
- 2) Development of an empirical research program.
- 3) The study of the emotional states of medical workers
- 4) Describe the emotional sphere of surgeons.

The empirical research tools are presented by the following psychodiagnostic techniques:

- 1) Questionnaire "Professional burnout"
- 2) Anxiety rating scale (Spielberger - Hanin)

Questionnaire "Professional burnout" (PB) (Russian version of N. Vodopyanova, E. Starchenkova).

In order to assess the degree of burnout of the respondents in accordance with a common "key", the total score for each sub-factor was calculated. The resulting scores were correlated with test standards and translated into percentages. As a result, the data presented in Figure 1 were obtained.

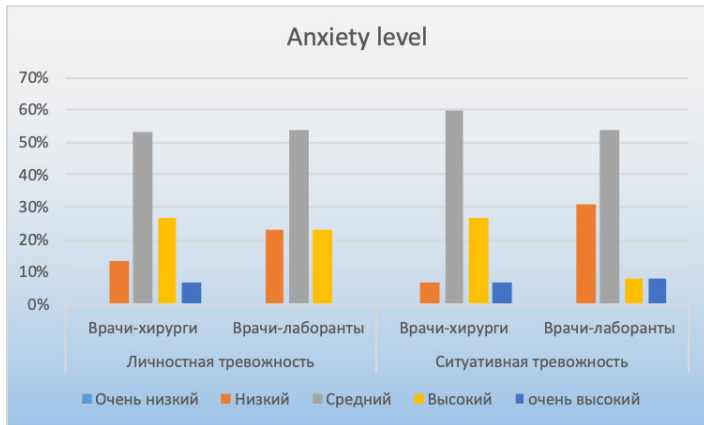


Figure 1. Results from the questionnaire “Professional burnout”.

The data presented indicate that surgeons are more emotionally exhausted than laboratory assistants, surgeons have higher rates on the “professional success” scale. The indicators of “depersonalization” in both groups have average values, which is characteristic of their professions as an element of professional adaptation. For surgeons, a high and extremely high degree of integral burnout is characteristic. Medium and high degrees prevail among laboratory assistants.

Anxiety rating scale (Ch.D. Spilberger - Yu.L. Khanin).

When assessing the situational and personal anxiety of medical workers, the following results were obtained, presented in Figure 9.

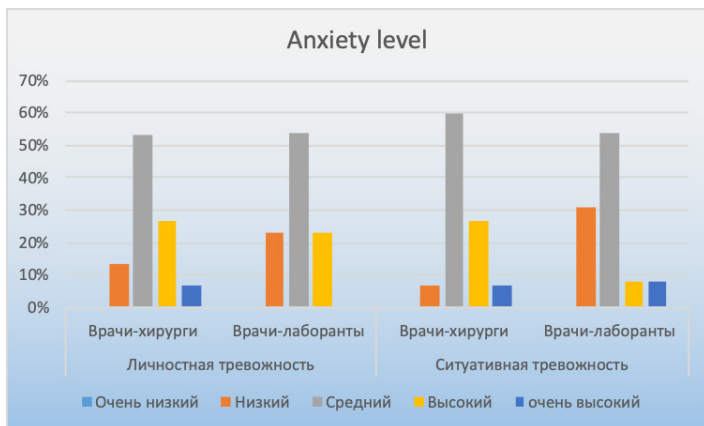


Figure 9. Results on a scale for assessing the level of anxiety.

The data obtained allow us to draw the following conclusions:

"high" and "very high" levels of personal anxiety are characteristic of 33.32% of surgeons and 23.07% of laboratory assistants.

A "high" and "very high" level of situational anxiety is characteristic of 33.32% of surgeons and 15.38% of laboratory assistants.

Therefore, every third medical worker, regardless of profile, has an increased level of personal and situational anxiety. Moreover, the level of situational anxiety among surgeons, compared with laboratory doctors, is much higher, which is explained by professional activities (typical events), in relation to which there is tension, anxiety.

Conclusions

Emotional states have personal characteristics of manifestation, determined by the specificity of the activity performed by a person, including professional. Medical workers are characterized by occupational stress, stress addiction, burnout syndrome.

A study was conducted to examine the emotional sphere of surgeons, the control group was laboratory doctors, since the areas of activity of these groups have significant differences. Results were obtained characterizing the emotional sphere of surgeons. Every third surgeon has an increased level of personal and situational anxiety. Also, every third surgeon is characterized by a high level of stress. For surgeons, a high and extremely high degree of integral burnout is characteristic. Some of the resulting emotional characteristics are maladaptive, interfere with professional activities, and lead to burnout. The results obtained during the study indicate that the emotional states of medical workers have their own specific characteristic.

Conclusion

It was revealed that every third medical worker, regardless of profile, has an increased level of personal and situational anxiety; the overwhelming majority of medical workers experience stress, experience a state of maladaptation and mental discomfort.

The following features of the emotional sphere of surgeons are observed (compared with laboratory doctors): the level of situational anxiety among surgeons is much higher; surgeons are more emotionally exhausted, but also have higher rates of professional success.

The data obtained indicate the importance of ensuring the possibility of psychological relief for medical workers (especially for surgeons), and the need to use a wide range of psychological tools and methods for them to reduce psychological tension.

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REFLEXIVE PORTRAIT OF MOTHERS WITH THE STYLE OF PARENTING «PHOBIA OF CHILD LOSS»

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Abstract. The article analyzes of the concept of "reflexive portrait of personality". Considered the characteristic features of the style of parental relation "the Phobia of loss of the child" (Eidemiller E. G., Justickis VV). On the basis of the empirical data obtained by the methods of Y. M. Orlov, S. N. Morozyuk, V. D. Shadrikov, D. A. Leontiev, E. G. Eidemiller, V. V. Justitskis, the reflexive portrait of the mother with this style of parental attitude was compiled, according to which the reflexive strategies and tactics of the mother's behavior when communicating with the child are clearly visible. Also presented is a mental map and an algorithm for consultative work with the mother.

Keywords: the style of a parental relationship, reflection, reflective portrait of a person.

To date, many domestic and foreign researchers have studied the problem of child-parent relations in various aspects [3, p. 186]. The influence of parental attitudes on the child's mental development is presented in the works of Karabanova O. A., Varga A. Ya., Gippenreiter Yu. b., Zakharov A. I., Lesgaft P. F., Petrovsky A.V. the types of family education are Described and the causes of violations of the process of education in the family are revealed (Bodalev A. A., Snyder R., Eidemiller E. G.). Questions of parental competence are raised (Gurova E. V., Grebennikova E. V., Ovcharova R. V., Erokhina M. O., Mukhina V. S., Smirnova E. O.). Pedagogical education of parents is considered the most important factor in optimizing child-par-

ent relations (Zakharova E. I., Burmenskaya G. V., Dronov T. N., Kravtsov G., Markova A., Mushenko S. I.). Although many researchers have defined and identified various styles of parental attitudes and styles of parental behavior (Eidemiller E. G., Justitskis V. V., Varga A. Ya., Stolin V. V., Karabanova O. A., Baumrind D.), the psychological mechanisms underlying a particular style of upbringing and attitude to the child still remain outside the problem field. Based on the results of research on child-parent relations, we assumed that one of the factors in the formation of a particular style of parental attitude to the child is the quality of the mother's reflection, both sanogenic (constructive, aimed at solving the problem in the relationship with the help of adequate means) and pathogenic.

Purpose of research

To identify the nature of the relationship between the mother's reflection and the style of her attitude to the child and, based on this, to present an algorithm for consulting mothers with a reflexive portrait "phobia of child loss".

Material and methods

The empirical study was conducted in 2014-2018 with mothers raising preschool children on the basis Of the municipal budget institution of additional education Of the Palace of creativity of children and youth "Istoki", the educational center" Sodruzhestvo "and the Psychological service" insight "in Sergiev Posad and the Municipal preschool educational institution" Kindergarten – school No. 7 " in Peresvet, Moscow region. The study involved 236 people-mothers of preschool children. Mostly respondents have higher education (67 %), are married (51%), work (70%) and have more than one child (45%).

To describe a reflexive portrait of a mother with the "phobia of child loss" attitude to a child, we used the following psychological methods: 1) projective "Cognitive-emotional test (KET)" (Orlov Yu. M., Morozyuk S. N.) [9]; 2) activity reflection test (Shadrikov V. D., Kurginyan S. S., Kuznetsova M. D.); 3) questionnaire "Differential type of reflection" (Leontiev D. A., Lapteva E. M., Osin E. N.); 4) test-questionnaire of parental attitude (ORO) (Varga A. Ya., Stolin V. V.) [1, p.234].

Theory

The first person to suggest using the term "portrait" exclusively for "an image of a (specific) person" was Andre Felibien. Felibien suggests that individualization can only concern a person.

In psychology, the concept of "psychological portrait" is often used, which is initially applicable in photography (as a kind of portrait genre in photography). From the point of view of photography, the portrait is in-

tended to show the depth of the inner world and experiences of a person, to reflect the fullness of his personality, to capture in an instant the endless movement of human feelings and actions. One of the important conditions for creating a portrait is not only the external individual similarity of the image with the person being portrayed, but also a deep disclosure of the spiritual world and character of this person, as a representative of a certain historical epoch, nationality, social environment.

By psychological portrait, we will understand a description of a person that contains certain characteristics and manifestations of his likely behavior under certain circumstances. In turn, the authors under the reflexive portrait understand the description of reflexive strategies of the individual (which is aimed at reflection in activities, behavior, in situations that require a solution) and reflexive tactics (characteristic mental automatons that are repeated with a high probability in similar problem situations).

In this study, attention is paid to the style of parental relation "Phobia of losing a child." Characteristic features of the style of parental attitude of the mother to the child "phobia of child loss" (FU) by E. G. Eidemiller is "increased uncertainty of the mother, exaggerated ideas about the weakness of the child. The attitude of the mother to the child is influenced by the fear of its loss. This fear causes the mother to listen to any wishes of the child and hurry to satisfy them, or to patronize him in a petty way."

Results

There is a reliable statistically significant direct relationship between this style and the indicator of defensive reflection "Rationalization by circumstances" ($r=0.14$).

Showing excessive uncertainty in the upbringing of the child, the mother unconsciously protects herself from feelings of guilt about this. Insecure about herself and her parenting position, she is prone to arousing guilt in others for her failures. Her reflection is not aimed at solving the problem in the relationship with the child, but at her own experiences and fear of losing the child. In order to protect herself from negative feelings, she resorts to a reflexive tactic-rationalization of the current circumstances: "it is good for you to talk about the independence of the child, when you have seven on the benches sitting, and I have the only one", "He is so weak, he is contraindicated such loads." Exaggerated ideas of the mother about the fragility "of the child, cause her to want to protect him from various "adversities". At the same time, it tries to "lay the straw" for any action of the child. The protective reflection of the mother "rationalization of circumstances" can be traced in her statements: "it is too far to travel, and the lesson ends late", "I think that the approach of the teacher, teacher, coach is wrong in

relation to my child", "we did not manage to come (once again to class), for family reasons".

Justifying herself and her actions, she is confident in the usefulness of her actions in relation to the child: "what if she falls and hits" or the famous phrase from the Soviet cartoon about a wolf and a growing bull – "He is still small, it's a pity".

Most often, mothers with this style of parenting do not reflect much or reflect pathogenically, but, however, they actively act automatically and unconsciously. For example, they feed a grown-up child with a spoon, dress it (because it is so familiar and convenient for the mother), and can often call the child, monitoring his every step ("what if something happens"). The mother's statement "Let me help you" usually ends with one hundred percent performance of actions for the child.

Excessive attention of the mother to the child restricts its freedom, deprives it of the right to independence, creativity and initiative. This behavior of the mother contributes to the formation of infantile personality traits of the child, or causes protest and aggression.

So, reflexive strategies of the mother-reflection is aimed at protecting from the experience of anxiety, frustration, guilt and fear of losing the child, and not at solving problems in the upbringing of the child, in its development.

Reflexive tactics-protection from anxiety, uncertainty in their actions in relation to the child by arousing guilt in others, rationalization of circumstances.

Conclusions

Thus, knowing the characteristic features of the parenting style "phobia of child loss", having the ability to observe and see the reflexive strategies and tactics of the mother using this style, as well as using a mental map with the appropriate algorithm for conducting consultations, we can talk about a more competent and effective work of a practical psychologist.

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THE RATIO OF VIABILITY AND REFLECTION IN STUDENTS

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Abstract. The article presents the results of a study on the viability and features of reflection in students. The life of a young person in a digital society takes place in a variety of economic, political, social and cultural reforms, which often generate stressful situations. These situations often have an adverse impact on their quality of life. Significant changes in society complicate the process of socialization of the individual, create difficulties in adapting to new conditions of life, cause uncertainty in the future. In the end, a state of chronic stress exhausts a person and destroys their health. One of these mechanisms is pathogenic reflection, which helps to survive psychological difficulties, to drown out the fear of failure for a while, to relieve psychological stress from feelings of guilt, shame, and resentment. But the results of the study showed that it is pathogenic reflection and the protective behavioral tactics that follow it that do not contribute to increasing the student's viability.

Keywords. Reflection, sanogenic reflection, protective, reflection, vitality of the individual student.

Introduction

Students – a specific community of people, organizationally United

by the Institute of higher education. The term "student" in Latin (*studens*) means "hard working, studying, mastering knowledge" [1]. What are they, modern students? N. N. Mikhalko very accurately noticed and described their psychological characteristics. These are children born in the second half of the 90s. They were "brought up and raised in a period of relative social and political stability, in conditions of... "trouble-free childhood"". "As a result of the upbringing conditions created by adults, they do not know how to solve problems, do not predict the consequences of their actions and risks." They are not trained "to persevere in achieving goals, can not survive failures, struggle and overcome difficulties. They don't understand why (why?) it is necessary to study so intensely and hard... "[ibid., p. 230-231]. A new generation of students grew up during the rapid development of computer technology." "They are used to learning the world through computer games, prefer live contact ... virtual communication in social networks." They have a predominant "clip" thinking, "they" do not understand the fundamentalism of the knowledge offered by lecturers, do not like long monologues and lengthy arguments, quickly get tired and lose interest in the speaker." Therefore, " going into adulthood ... yesterday's students faced the first difficulties and were not ready for them. Therefore, it becomes extremely important to find resources that provide stability, stability, balance of life, psychological support and assistance to the current generation of students who are experiencing difficulties and adversity.

Directly the question of viability was first raised by the Russian scientist-encyclopediaist A. A. Bogdanov. In the work "Struggle for viability", the author refers to this concept as the ability of a living being to live, its ability to prolong its existence [5; p. 148].

Viability actualizes intrapersonal resources of a person on the basis of mental health potentials and corrects negative behavioral patterns, as well as the choice of constructive behavior programs that ensure the formation of positive socio-psychological attitudes in various areas of human life. In this regard, the search for factors that increase the viability of the individual becomes significant. From our point of view, such a factor is sanogenic reflection. Through the mechanism of sanogenic reflection, a person can manage their emotions, since their awareness, analysis and correction allows you to change or weaken inappropriate emotional reactions. In a stressful situation, sanogenic reflection helps to reduce the suffering from experiencing the corresponding emotion (Morozyuk S. N.) [1; p. 67]. Through sanogenic reflection, it is possible to improve a person's mental health, increase the level of subjective control over various life situations, and, as a result, the level of personal viability.

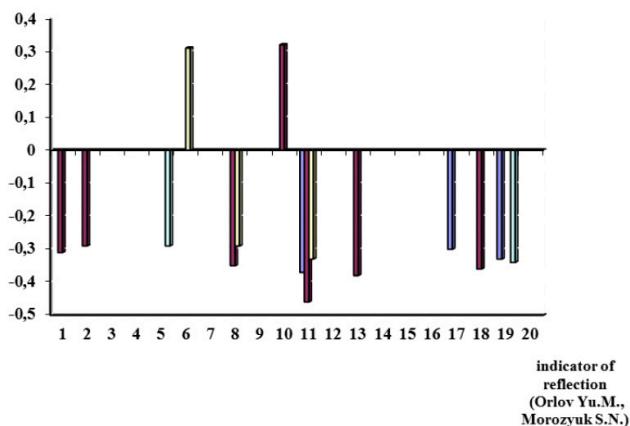
Materials and methods of research

The research was conducted at the Moscow state pedagogical University. The respondents were 50 students: 25 people-students of the history Department and 25 people - students of the mathematics Department. The following research methods were used: the projective "Cognitive-emotional test" (Orlov Yu. M., Morozyuk S. N.) [3] and the method "Viability of an adult" (Makhnach A.V.) [4].

Results

At the first stage of the study, we determined the severity of individual indicators of protective reflection in a group of respondents using the method of Y. M. Orlov, S. N. Morozyuk "Cognitive-emotional test" and individual indicators of viability using the method of A.V. Makhnach "Viability of an adult". In the second stage of the study, we compared the results obtained using two methods and established a link between defensive reflection and the severity of viability indicators. The correlation of defensive reflection in respondents with the severity of their viability indicators (according to R-Spearman) is shown in figure 1.

indicators of viability (Machnach A.V.)



Note: 1 – the volume of defensive reflection in the reproduction of guilt; 2 – the volume of defensive reflection in the reproduction of resentment; 3 – aggression against others; 4-aggression against oneself; 5 – rationalization devaluation of the object; 6 – rationalization of circumstances; 7 – protection from guilt; 8 – protection from feelings of shame; 9 – protection from envy; 10 – self – deprecation of the Self; 11 – arousal of guilt in others; 12 – sanogenic thinking; 13 – inconsistency of the behavior of others to expectations; 14-appealing thinking

The analysis of the research results showed that the more respondents are inclined to build expectations in relation to other people, the more shy and touchy they are, the more inclined they are to manage other people through imposing a sense of guilt on them, the less they have the ability to actively engage in the development of new ideas, master new activities, work out skills, finish what they started, set new goals and achieve them.

This is confirmed by the presence of reliable feedbacks of the indicator "Perseverance" (Makhnach A.V.) with indicators of defensive reflection "Protection from feelings of shame" ($r=-0.37$), "Arousal of guilt in others" ($r=-0.30$), "non-Compliance of the behavior of others with my expectations" ($r=-0.33$). In other words, the more shy the respondents are and tend to devalue the circumstances, the less they tend to find positive solutions for themselves and others, control their lives and events, perceive themselves and others positively, and, accordingly, they are also prone to autoaggression.

This is confirmed by the presence of reliable negative associations of the indicator "Internal locus of control" (Makhnach A.V.) with the indicators of defensive reflection "Protection from a sense of shame" ($r=-0.33$), "Rationalization by circumstances" ($r=-0.29$) and positive reliable associations "Aggression against oneself" ($r=0.31$) (figure 1). In other words, by fixing respondents on their negative emotions, any deviation from the action plan leads them to think about the hopelessness and impossibility of completing the task. This in turn makes them more convinced of their personal failure and leads to deeper negative experiences.

We also found a link between protection from fear of failure, shame, envy, and guilt with the adaptation of respondents. The more pronounced the respondents' indicators of defensive reflection from fear of failure, shame, envy, guilt, the less they are able to constructively solve problems. Low ability to emotional self-regulation does not allow them to cope with the requirements of the environment, effectively interact with the social environment. They also tend to devalue existing situations. This is confirmed by the presence of negative links between the indicator "Adaptation" (Makhnach A.V.) and the following indicators of defensive reflection: "the Volume of defensive reflection from the fear of failure" ($r=-0.31$), "the Volume of defensive reflection from guilt" ($r=-0.29$), "Rationalization by circumstances" ($r=-0.35$), "Protection from the sense of shame" ($r=-0.46$), "Protection from envy" ($r=-0.36$). The predominant positive relationship of this indicator with "protection from guilt" ($r=0.32$).

It was also found that there are feedbacks between the indicator "Sagogenic thinking" and "Adaptation" ($r=-0.36$). According to A. V. Makhnach,

adaptation is associated with certain cognitive and behavioral strategies used by an individual to manage needs in adverse conditions. Viable individuals feel more confident that they can successfully cope with adversity, adverse conditions, and often use a set of strategies, usually emotionally focused and problem-solving. This set of strategies (as it seems to them) is sufficient to achieve their goals. But, turning to the concept of sanogenic thinking, we can state that such strategies can be pathogenic in nature, since emotionally-oriented strategies form further dependence on the experience of various emotional States.

Attention is drawn to the presence of feedbacks of the indicator "family and social relationships" with the indicators of defensive reflection "Aggression against others" ($r=-0.29$) and "non-Compliance of the behavior of others with my expectations" ($r=-0.34$). In other words, the more aggressive respondents are towards others and the more they build expectations towards them, the less actively they participate in social relations, improve models of family communication, care and discipline, maintain emotional closeness between family members, and form positive family relationships.

Thus, respondents in this sample are prone to self-aggression and feelings of guilt (trying to protect themselves from it). They also experience fear of failure, shame, envy, aggression against others and tend to build expectations for them. At the same time, they are less active, creative and internalized, not sufficiently self-organized, and the value of family and social ties is relegated to a secondary plan. They replace sanogenic thinking with a set of specific tactics and strategies that allow them to locally manage their needs in adverse conditions and are emotionally-oriented.

The results obtained provide an expanded understanding of the features of viability in modern students. Theoretically analyzed and empirically confirmed data prove the negative impact on students' viability of fear of failure, shame, envy and guilt. It has been proved that the main behavioral strategies that students choose in adverse conditions are pathogenic in nature and form a dependence on the experience of various emotional States. This does not allow them to cope with life's difficulties and manage their behavior with dignity and without compromising their health.

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STYLE DIALOGUES IN CESAR FRANCK'S CHORALES

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Abstract. The article is devoted to identifying the specifics of the stylistic dialogue of romanticism and Baroque in the chorales of Cesar Franck. On the one hand, in the works of the French master, the features of the chorale works of the Baroque era are quite clearly manifested, on the other hand, the genre of chorale in the work of Frank is rethought in line with the late Roman culture. At the same time, style elements are not isolated from each other, forming a close interaction (bright authorial melodies alternate with themes-allusions of the Gregorian chorale, or with stylization of chorales of the XVII – XVIII centuries; moreover, sometimes a real “style modulation” takes place - a transition from one style to another). Almost all possible levels of reproduction of the chorale genre are involved in the works of Cesar Frank - from quoting specific samples, using various style elements of the chorales of the Middle Ages and Baroque to creating an integral chorale. Covering the entire genre range of the chorale in its Gregorian and Protestant interpretations, demonstrating an extraordinary variety of specific genre solutions, Frank's chorales do not lose a strong connection with either the contemporary composer style or the tradition to which they owe their origin.

Keywords: Gregorian chorale, Protestant chorale, source, chorale processing, style dialogue, baroque, romanticism, style modulation.

The series “Three Chorales For Big Organ”, as well as episodes with a tangible impact of the chorale genre in other works, can be attributed to the true heights of Frank's work.

Baroque and romantic traditions stand out as leading stylistic trends in the chorales of Frank. The baroque branch manifests itself in appealing to the corresponding genres of chorale processing: preludes, fantasies, variations. Romantic tradition makes itself felt with a special emotional full-

ness, brightness, brilliance, textured elaboration of his music.

Obviously, the processing of chorales is the oldest form of composer technique that has dominated professional music in Western Europe since the IX century. The term “chorale” has many meanings in the research literature. Here are the main ones.

1. Chorale (from Greek) – the traditional one-voice chant of the Roman Catholic (Gregorian chorale) and Protestant (Protestant chorale) churches.
2. Church melody with a text that is sung at a slow pace by everyone present in the Catholic and Lutheran churches.
3. Polyphonic chorale adaptation of one-voice chorale.
4. Instrumental piece in the style of a polyphonic chorale.
5. Chord presentation with uniform durations in slow motion.
6. Play of a chord-harmonic warehouse written in uniform durations in a calm movement.

As you can see, completely different approaches are used in these definitions. Chorale is regarded as a *common genre*; a *singing style* associated with *Catholic and Protestant worship* and setting out relevant religious dogmas; chorale is treated as the *source* and its *instrumental* and *chorale adaptation*, as a *shape of textures* and a *piece of music* based on this type of texture.

Almost all of the above interpretations are involved in the works of César Frank. In a number of organ compositions (“Prayer”, “Pastoral”) the *Gregorian chorale was used as the source*, “Three Chorales” (*musical works in this genre*) can be considered as an organ *chorale adaptation* in the Baroque style, and *accordion chords* are often used in symphonic and especially organ compositions (the so-called “chorale”) *shape*. In addition, as an organist of the Catholic church and a believer, César Frank, who performed at the chorales at *the service*, undoubtedly associated them with the *dogmas* of this religious denomination.

In German culture, the chorale adaptation of the Baroque era is understood as its concrete form: “the genus of a polyphonic composition in which the selected chorale melody - the basis of form - is developed primarily counter-punctually, through simultaneous combination with other voices, but various methods of developing the most chorale melody” [13, p. 66].

The Protestant chorale has its own style:

- syllabic addition (syllable - note), a clear metric pulsation, the prevalence of four-partedness; at the same time, the absence of squareness, the typicality of one and a half to three-stroke phrases with the frequent tact structure of the melody (which reflects the patterns of organization of

German speech);

- smooth movement, simplicity and melodiousness of the melody, the absence of any contrasts;

- clear dissection with obligatory stops at the end of musical-text phrases in the form of fermatas (for taking breath).

The structure of the stanza is more often found in chorales, in which the melody containing the exact repetition of the two initial phrases corresponds to the consistent presentation of the lines in the text. This structure of the stanza forms the most common form in the Protestant chorale – *bar*.

Many of these properties are present to one degree or another in Frank's chorales (especially in the "Three Chorales" for Organ). Of the methods of chorale reproduction, migratory, canonical, simultaneous conduct is most often used. For example, in Chorale № 2 *h-moll*, a given authorial melody is interpreted as c. p. f., and in the subsequent variant development it undergoes ornamentation.

Thus, there are many intersection points of these two eras, and the "resurrection" of many moments of high style is quite logical for romanticism of the last decades of the 19th century. It is significant that this process took place both in German art (I. Brahms) and in the works of French (S. Frank) and Russian composers (S. Taneev). It is characteristic that with the highest reverence with which romantic composers belonged to the music of I.S.Bach, many of the most important components of his style turned out to be very close and related and dissolved in the romantic musical language itself.

L. Genina [4], in an article about "Anna Karenina" of R. Shchedrin very accurately called the mechanism of this type of intertextual interaction: "... someone before you already very accurately and vividly felt something that is extremely important and close to you, extremely consonant with your own perception of this subject "[4, p. 21]. Such a "someone else's word" turns out to be more than "ours", since it multiplies the meaning of the author's word, combines the most important semantic planes, and concentrates the moments without which the thought would probably remain unexpressed.

Such an abundance of coincidences, "general utterances" is not accidental. Baroque, like romanticism, belongs to the so-called secondary styles (the term of J. Lotman), relying on the model and its rethinking, genre "mixes", at the same time a combination of harmonic and anti-harmonic, poetic and anti-poetic. The symbolism of perception, many of the most important themes of creativity are also equally characteristic of both eras.

In addition, the concept of internally strained harmony is equally typical

of the cultural types under consideration, although, of course, epochs see the source and outcome of harmonic unity in different ways. Common is the creation of a special sign system, operating with the finest allusions and a complex game of meanings. This independent system is focused on the initiates, many of its semantic planes are very mysterious, and their expectation is a special study, so that the "memory of culture" will be revived.

The most important common moment between the eras in the perspective of this study is the frequent combination of style attributes of different eras in one statement: in Baroque, an affecting figure can be harmonized underlined by a Renaissance modal turn, bright, typically Baroque harmonic means can be combined with a simple pitch line that clearly resembles medieval chorale; likewise, the melos of late romanticism contains material of various origins.

At the same time, the length of the chorale grows, the statement does not fit into the framework of a simple form and begins to sculpt a free, flexible form on its own.

The expansion of the chorale dictates changes in its structure and dramaturgy. The presentation of the chorale becomes multiphase, and its development almost coincides with the formation of the form of the section, and in some cases the part as a whole. An integral participant in the development of the theme is the dramatic factor. The chorale of late romanticism is quite free in the choice of dramatic phases and their sequences - numerous "leaps", ellipses, and phase repeats with a return to the starting point determine the specificity of the phenomenon.

The fact of pairing in a single statement of several chorales becomes an artistic discovery. The thought is sometimes revealed through different in nature, diverse melodies, and only their interaction forms the completeness of the utterance. The structures formed in this process cannot be completely crystalline, since they are a completely different type of understanding of the form.

An understanding of reprisal, an integral part of many forms, becomes qualitatively different. The reprise becomes either the final phase of development, it has a productive character (which is typical for short chorale preludes in the collection "Organist"), or a new impulse to the formation of an image where the return of thematism is only a starting point, a kind of support for perception in a monumental way of revealing the concept (in "Prayer" and "Pastorals" from the series "Three Pieces For Big Organ", "Three Chorales").

Finally, irregular construction of the structure "undermines" the form. It creates an installation for a free, unregulated deployment of the intona-

tional plot. An atmosphere arises of the birth of a theme-image, in which even clear sections of the form-crystal evoke a feeling of not architectonic perfection, but psychological truth.

In musicology, it is customary to consider generalization through the genre in comparison with the everyday prototype. This technique allows you to identify new, introduced qualities that bring the primary genre to the secondary level, to emphasize the enrichment of the domestic genre with additional properties and the "generation of new meanings" on this basis. But, perhaps, revealing deviations from the composer's own style invariant, identifying peculiar "minus-tricks" (Yu. Lotman), that is, means that were deliberately excluded from the musical language, could be no less interesting and fruitful.

As a curious example, we give the chorale from the cycle "*Prelude, Chorale and Fugue*" by S. Frank. The work is revealed as a sequential alternation of two chorales: the chorale of the turn of the XIX - XX centuries and the traditional Baroque, filed as a chorale invariant. A three-part variant form is formed of three pairs of AB, where A corresponds to the Late Romantic, and B – to the Baroque chorale.

The first chorale contains traits typical of Frank. Particularly striking is the harmony in its correlation with the composer's chorale tune. The extremely chromatinized melody is rather complicated in the ladiharmonic relation, and, what is the most essential, separately from the accompanied voices it is practically not decipherable. Its real harmonization is in many ways different from that dictated by classical norms and set by habitual stereotypes.

The second chorale is very brief (two phrases of a re-structure plus a bunch where modulation from baroque to late romanticism takes place) and plays the role of a kind of "refrain" in the form. But, despite the brevity, the main "line" of the chorale itself is very remarkable. The chorale contains two universal intonation ideas - the received gamma-like movement and the quart moves. Their banality was overcome by Frank with the help of textured "castling": the traditional for the bass line quart movement is transferred to the melody and, conversely, the received movement, so characteristic of the melody (this inverted example could become a textbook school example of gamma harmonization), becomes a bass line, clearly resembling the rhetorical figure of *catabasis*. The chorale intonations here are distinguished and separated in style to the extent of perception as quotes from an unknown source.

We should note the extreme diatonicity, transparency, clarity of the second chorale, undoubtedly opposed to the sophistication and complexity of

the first. It is important to note that each time the “baroque” chorale ends with a four-step, where the vertical gradually becomes more complex, its chromaticization, preparing a new wave of late-romantic chorale utterance.

In conclusion, two four-cycle bundles are combined into a single code section, which marks the synthesis of two chorales.

Thus, the analysis should take place, in our opinion, as a correlation of a musical work with two invariants – the primary genre and the individual style of the composer.

Obviously, the chorale’s contacts with the author’s style bring great purity and clarity to the textured lines, the strictness of harmonic and tonal plans, the poise and graphic nature of the melodic plan, and the harmonics of architectonics in the individual style.

Thus, in Frank's work, the chorale adaptation receives a dual, “multi-functional” interpretation, although with a preponderance in various compositions in one or another sphere – liturgical or concerto, it takes into account the functional purpose of the chorale adaptations and focuses on their correspondence to the liturgy. At the same time, he treats them as concert pieces endowed with independent artistic value.

On the one hand, the chorale is interpreted as a musical symbol of hoary antiquity, one of the possibilities to express reverence in front of the music of I. S. Bach; on the other hand, in the music of S. Frank, the chorale also becomes a continuation of the living tradition of organ music making.

It seems that the composer makes a historical excursion through the epochs, selecting and absorbing what is closest to him: individual forms of strict style polyphony; methods of motivational development of the era of classicism; romantic tendency to continuity and interconnectedness, to the *leitelements*; finally, an ostinate technique that organizes the earliest forms of polyphonic music. So, Chorale No. 2 *h-moll* combines the features of a passacalia and a sonata. Franck's model was presumably the famous *Organ passacalia c-moll* of I.S. Bach, the idea of polyphonic variations leading to a fugue. However, in addition to variations on unchanging bass, there is a contrasting second theme - the “chorale” itself, which temporarily “turns off” the development of passacalia and introduces elements of sonatism. Thus, in this case we can talk about the “large polyphonic form” (the term of V. V. Protopopov), in which passacalia is perceived as a background form.

Almost all possible levels of reproduction of a “strange word” in the chorale genre are involved in Frank's chorales - from individual motives and types of texture to holistic reproduction and a specific style. A wide range of historical interactions are involved, both synchronous (for example, Frank -

Brahms, Reger) and diachronous (retrospection, reminiscence, allusion of past eras, primarily the late Middle Ages and Baroque).

On the one hand, a technical apparatus is being developed that was brilliantly implemented already in the XX century, and on the other – a check of the “extensibility” of the basic concepts of “one's own” and “another's” word, the possibility of their semantic boundaries in the studied genre, is being carried out. The ingenuity and consistency demonstrated by Cesar Frank in the embodiment of the borrowed material, of course, testifies to the nonrandom nature of this angle of consideration of his work.

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TRENDINTUITION: PRE-COVID19 AS AN INTUITIVE ARTISTIC TREND

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Abstract. To make a jump over the information gap, and to see the future with incomplete raw data is available only to an artist with intuitive knowledge. Fashion, like other art forms, is able to predict the future.

The purpose of this research is to follow how the artist's brain anticipates future events. The object of the research is modern fashion formulated in glossy publications, interviews with designers, fashion shootings, publications and blogs. The subject of the study are collections of fashion houses: Dior, Louis Vuitton, Maison Margiela, Raf Simons, as well as students – representatives of generation Z - St. Martins College.

Keywords: Dior, Louis Vuitton, Raph Simons, Fashion, Virus, Quarantine, Distance, Mark Jacobs, Trendintuition, Designers, Photography, Doctor, Show, Collection, Mask, Gloves, Photographer, Sainte Martins, Medicine, Spacesuit.

In April 2020, the issue of The Vogue Italia came out with an absolutely white cover (fig.1). Never before has history known such precedents. White is the color of purity, spirituality, hope: the color of the bride's dress, the color of the priest and the color of the sea waves foam replaced the figures of models and silhouettes of dresses. This unprecedented event was an act of respect expressed by the editorial staff of the magazine to doctors. In his address, Emmanuelle Farneti, editor-in-chief of The Vogue Italia, said: "White is above all about respect. White is rebirth, light after darkness, the sum of all colors. White is the color of the uniform of those who put their own lives on the line to save ours. White is for those who fill time and space with ideas, thoughts, stories, poems, music and care for others. White recalls when, after the crisis of 1929, this immaculate colour

was adopted for clothes as an expression of purity in the present, and of hope in the future. This issue was turning out in very difficult conditions on both sides of the ocean. And it was happening in the nights, which became white (sleepless). Above all: white is not surrender, but a blank sheet waiting to be written, the title page of a new story that is about to begin.”¹

Emanuele Farneti interprets the meaning of white as precisely as possible in human consciousness on an associative level². We can definitely say that all over the world white color is purity, peace, neutrality, as well as emptiness and non-existence. On this basis, the fact of wearing white coats is more than justified, because, on the one hand, they should give people hope, joy of healing, calmness, trust, and on the other hand, they have to inform people sad news about the death of their relatives and friends.

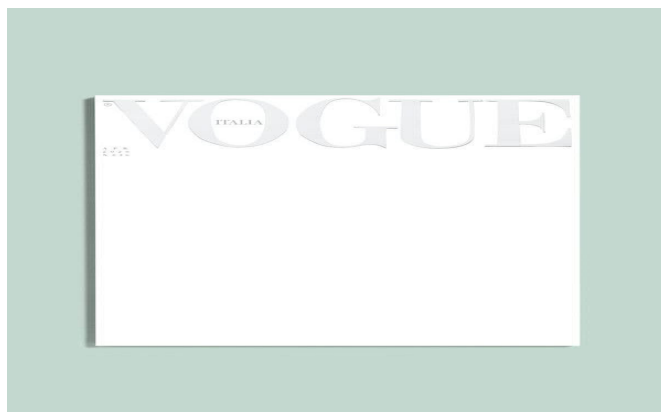


Fig.1. The Vogue Italia April 2020 № 836.

The next event which was unprecedented for the world of glossy magazines took place in March 2020: the heroes of the covers of the glossy publications of Grazia UK (Fig.2) and Vanity Fair Italy (Fig.3) were employees of the national health service - a number of glossy magazines placed a number of doctors fighting against coronavirus infection on the covers of their publications. Grazia (Great Britain) published four versions of the publication with different covers, each of which decorated the image of a real live doctor, or rather two doctors, a paramedic and a nurse.

¹ Emmanuel Farneti's signature on Instagram account @voguelitalia.

² Semantics in white can also be considered in terms of Western and Eastern cultures, physics or psychology. In the West, white is commonly identified with such concepts as joy, eternity, silence, hope, beginning, birth, wedding. In contrast to the West, in the East it is seen in a negative light - parting, sadness, disaster, death.



Fig. 2. Covers of Grazia UK Fig. 3. Vanity Fair Italy (April 2020, №772). (April 2020)

Shooting for glossy publications was carried out with a social distance. After that, the doctors immediately returned to their workplaces, to fulfill their social duty. So says the post of official account of Grazia magazine (UK) - @graziauk, in the social network Instagram. As a sign of gratitude, the editorial staff of the magazine indicated the names of medical personnel saving the world from coronavirus infection.

This shooting was very different from the standard one for glossy media. Normal shooting lasted several hours, involving a certain number of professionals from the fashion and beauty industry. In normal working mode, stylists, photographers, makeup artists and other professionals plan the art strategy of the material in a few weeks, thinking over the details of the shooting depending on the chosen location and approved characters.

Simone Marchetti, editor-in-chief of Vanity Fair (Italy), commented on the April issue of the magazine, the cover of which was decorated with Catherine Conti, a respiratory specialist, photographed in a working white coat: "it is not right to put celebrities on the cover of the magazine at this time. "Do not call these doctors, nurses, other important workers and volunteers heroes because they do not want to be called that. They are professionals with an extraordinary sense of duty who work at their utmost..." [4]. Thus, the new element of "fashionable clothes" is the medical uniform.

Experience of design appeal to the medical form was before. For example, in the couture collection of Dior Fashion House Autumn-Winter 2000-2001, Chief Art Director John Galliano presented on the catwalk the image of a nurse (Fig. 4). A model with a deep neckline and a high cut, bare one leg, appeared on the runway. Despite the fact that the image was framed with medical attributes such as: stethoscope, red crosses, syringe, gloves, the likeness of a white headdress and bandage, he appealed to the image

of the theatrical rather than live.



Fig. 4. Dior Couture Autumn-Winter 2000-2001.

Another reference to the image of the doctor occurred in the Louis Vuitton collection Spring-Summer 2008 (Fig.5). A set of twelve models was presented in this collection. The girls were dressed in white medical gowns, their heads were decorated with white side caps, each with a red letter from the brand name. The models were wearing black mesh masks with a branded monogram.



Fig. 5. Louis Vuitton, collection Spring-Summer 2008.

Despite the fact that critics took this show very negatively, considering it one of the most failed in the career of designer Mark Jacobs, the image of health workers is firmly established in the history of fashion and became a harbinger of artistic and social processes taking place today, in 2020.

However, it is worth remembering that this show took place at a time when the headlines and news informed the whole world about the dynamics of avian flu.



Fig. 6. Richard Prince «Sonic Youth Nurse».

Academic research by fashion historians positions this block of the Louis Vuitton 2008 collection as a block inspired by the works of Richard Prince for the Sonic Youth band "Sonic Youth Nurse" (fig.6). However, we strongly believe that the source of inspiration for this block of the collection are the covers of novels about nurses, whose names have been preserved in the title of the paintings. According to the artist himself, Prince was extremely inspired to see these "pocket" books in the hands of subway passengers, according to the site, which has a significant reputation among professional photographers - "Bird In Flight" [13]. Having printed these covers on large-format paper, Richard Prince refined them with acrylic paints.³

Mark Jacobs says he prefers to use sources of inspiration that are understandable to a global audience. "I'm terrified of a blank sheet of paper. But give me a red piece of paper and I'll say it will look beautiful with a black line in the centre. It's the only way I can work. I ask my team to tell me what they think they like - books, movies, people. I need an incentive to act." [10].

Unfortunately, the images presented by Mark Jacobs in 2008 became a prophecy in 2020. The images of masked doctors have gained popularity among street artists. Thus, realistic graffiti, depicting doctors and marked with grateful inscriptions, appeared in Moscow (Fig.7).

³ The first works in the "The Nurse Paintings" series were shown at Barbara Gladstone Galleries in 2003.



Fig. 7. Street Art in Moscow, spring 2020.

Covid19 made a mark on the formation of the concept of protection, changed the concept of security. In the men's collection of the Raf Simons fashion house for spring-summer 2020, male models wore white jumpsuits that looked more like protective medical suits and gloves, also more like protective or hygienic.



Fig. 8. Raf Simons Spring-Summer 2020.

Definitely, Raf Simons, who joined the fashion house Dior in 2001, believed John Galliano's medical visual code. However, his "medical images" of the latest Spring-Summer 2020 collection (Fig.8) are less playful. We see real images of doctors taken out of the context of medical institutions (Fig.9) and moved to the podium.



Fig. 9. Doctors and Disinfectors 2020.

In the collection of spring-summer 2020 the fashion house Gucci showed its version of medical subjects (fig.10). In the collection a block was presented, where the models defiled in white clothes, reminiscent of the clothes of sick patients. The catwalk was illuminated with light turquoise color. This combination of colors is typical for medical institutions. Art director of the fashion house Alessandro Michele illustrated the very intuitive knowledge about which spoke V.F. Asmus (Russian philosopher and historian of philosophy): "The view of the objective connection of things not based on evidence" [1 p.3].



Fig. 10. Gucci Spring-Summer 2020.

In the collection of fashion house Maison Margiela autumn-winter 2018-19 season showed a prototype of a spacesuit (Fig.11). The collection was a reaction to the environmental situation, but the designer himself hardly anticipated how prophetic his fantasy would become.



Fig. 11. Maison Margiela Autumn-Winter 2018-19 season.

To explore outer space in the twentieth century was designed a special suit - spacesuit, which allowed man to save life outside the Earth's atmosphere, in the absence of gravitational forces. The history of spacesuits in fashion began with shows of couturier Emilio Pucci and Pierre Cardin in the 1960s, which in turn were inspired by the first astronauts of the time. Thus, in 1965, Emilio Pucci presented for the first time a collection with plastic bubbles on the heads of models (Fig.12) and in the collection of Pierre Cardin autumn-winter 1966-67 girls defiled in helmets (Fig.13).



Fig. 12. Emilio Pucci 1965; Fig. 13. Pierre Cardin Autumn-Winter 1966-67.

"In outer space, the shell covering a person's body depends on his life. We can not come into contact with outer space without clothes - we necessarily need technical means: an outer skeleton or cocoon, which acts as a spaceship or spacesuit" – says in the book of the researcher of fashion and visual culture, teacher of the Hertfordshire university B. Brownie "Space

Clothing. Fashion in Weightlessness" [2, p.3], which examines the role of fashion in the space tourism of the future. However, the Covid19 period has opened up new opportunities for the use of a spacesuit.

World famous fashion photographer Tim Walker, famous for his uniquely fabulous, surrealistic style of photography, in 2015 he created a series of works with the famous model Cate Blanchet (Fig.14). The main attribute was transparent plastic balls of different sizes, which decorated the objects like a spacesuit.



Fig. 14. Photographer Tim Walker and model Cate Blanchet for W Magazine, 2015.

In May 2019, Fredrik Tjarandsen, a graduate of the bachelor's program at Central Saint Martins University in London, presented a collection of "walking" balloons. The models defiled in multicolored huge bubble suits made of rubber, which turned into dresses (Fig.15). These images reflect the need for social distance as prescribed by the state regulation on norms of social distance⁴.

⁴ The Decree of the Chief State Sanitary Doctor of the Russian Federation from 30.03.2020 № 9 "On additional measures to prevent the spread of COVID-2019" (Registered 31.03.2020 № 57920) says about the obligation of all citizens to maintain a safe distance of 1.5 to 2 meters.



Fig. 15. Diploma collection by Fredrik Tjarandsen, 2019.

As Yuri Borev said in his philosophical and culturological book "Aesthetics": "In fantastic utopias or anti-utopias lived the spirit of Cassandra... Just as long before the first submarine «Nautilus» passed eighty thousand leagues underwater in the novel by Jules Verne, and flying into space or the action of laser beams, before becoming reality, appeared in the fantastic novels of Alexei Tolstoy" [4].

Fashion designers, thanks to its sensitivity, anticipate the trends of artistic phenomena of the future. Designers pick up ideas that are in the air and use their intuition to determine which ones will become influential trends. The situation with Covid19 revealed its intuitive importance in the development of artistic trends and turned unpublished images into multi-digit exclamations. Dean of Hybrid Design Studies at New York College of Fashion Parsons School of Design Lee Edelcourt says that sometimes in fashion work forecasting methods that border on extrasensory perception. Fashion, like any artwork, shows only visible elements on the surface of the podium, but the depth of the emotional state, the richness of creative imagination and the volume of artistic thought conceals the abyss of meaning. Sometimes the designer's artistic image becomes a reality of the living world.

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**MUSICIAN, SCIENTIST, TEACHER AND EDUCATOR AT THE TURN
OF THE XX-XXI CENTURIES. IRINA PROKOPYEVNA DABAEVA
(FOR THE ANNIVERSARY OF THE TEACHER)**

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Abstract. This article discusses the role of a learned musicologist in the modern world of art, substantiates the significance of the musician-theoretical and educational activities of a musician in society. The work illuminates the life and career of Professor Rachmaninov Rostov State Conservatory, Doctor of Arts Irina Prokopyevna Dabaeva. The scientist's contribution is revealed in the field of harmony and musical form, a holistic analysis of musical works, and the organization of concert activities. It is noted that a special place in the scientific interests of the scientist is occupied by Russian sacred music, as well as domestic church-singing culture. The author of the article made an attempt to fill the picture of relevant theoretical directions in art criticism at the turn of the XX-XXI centuries. An example of serving the domestic musical culture, the desire to maintain its most valuable qualities in various forms of activity of the scientist is shown. Particular attention is paid to the pedagogical and educational activities of I.P. Dabaeva. A significant contribution to the development of culture and art is emphasized through the organization of competitions and festivals, scientific conferences and creative projects.

Keywords: Irina Prokopyevna Dabaeva, musicologist, teacher, scientist, musician, harmony, music theory, Russian sacred music.

Musicology – is a vast field, which is difficult to give an exact definition without risking to limit its essence. A similar situation develops in determining the competencies that make up the profession of musicologist. All information about music is in his charge: the history of development, musical systems, elements of the musical language (harmony, form, melody, rhythm, etc.), the relationship with social reality and other sciences. In addition, the experience of musical creativity accumulated by mankind is stored, rethought and transmitted through musical pedagogy, which is a significant

section of the science of music. It is difficult to overestimate the importance of the activity of a musicologist in the preservation, development and enhancement of the musical culture of mankind. At the same time, the personality of a musicologist most often remains in the shadow of the names of composers and performers.

One of such cultural figures in Russia at the end of the XX-beginning of the XXI century is an outstanding theorist, teacher and musical public figure, professor of the Rachmaninov Rostov State Conservatory, doctor of art history Irina Prokopyevna Dabaeva. Having become the successor to the leading scientists of the country (E.V. Nazaikinsky, I.V. Lavrentiev, Yu. N. Kholopov, etc.), Irina Prokopyevna is always at the center of the scientific activity of the musical community. Her areas of interest include issues of harmony and musical form, a holistic analysis of musical works, management and organization of concert activities, the revival of Russian sacred music, domestic church and singing culture, and much more. Pupils of I.P. Dabaeva continue research in the directions she develops, which served as the basis for the formation of their own school. Under the scientific supervision of Irina Prokopyevna, more than twenty dissertations and six master's theses were defended. Among her students are: doctors of art history S. I. Khvatova and L. V. Malatsay, candidates of art history: N. G. Romanova, T. V. Manko, N. P. Ivanchey, L. A. Mnatsakanyan, U. V. Sorokina.

Such qualities as the ability to captivate a person, to interest him in a studied subject, to "ignite" in him a desire to understand how music works and come closer to the composer's plan, to know the truth - do not leave any student indifferent. Sometimes this leads to fateful decisions, for example, for a musician-performer - to devote himself to a serious professional study of music theory. The strict, but at the same time, friendly attitude of the teacher leads to almost one hundred percent attendance of lectures, which are often attended by "free" students.

Pupils who were lucky enough to take a specialty course under the guidance of I.P. Dabaeva forever retain warm memories of the time spent next to her. Doctor of Art Criticism S. I. Khvatova recalls: "Irina Prokopyevna is a teacher who continues the tradition of studio education, characteristic of our conservatories in the last century. Pupils "take into the family" and then they "lead" them through life: they explain to them the basic postulates of scientific pedagogical and, more broadly, human ethics, and strives for students to make a scientific, but, first of all, spiritual ascent. Communication does not begin with writing texts and does not end with them "[from an interview with S. I. Khvatova 02.29.2020].

I.P. Dabaeva was born on February 6, 1955 in Moscow in the family of a

military man¹. At the age of 15, she entered the Rostov School of Arts in the theoretical department and optionally studied composition with the famous Rostov composer, Honored Artist of the RSFSR A.P. Artamonov. Over the years of training, several works have been written to her: preludes, variations, romances and the cantata requiem "Remember!".

In 1974, I.P. Dabaeva entered the Rostov State Musical Pedagogical Institute (now Rachmaninov Rostov State Conservatory). In the recently established university, along with such masters as L. Ya. Khinchin, N.F. Tif-tikidi, N.F. Orlov, very young teachers worked: Khodosh V. S., Tsuker A. M., Taraeva G. R., Frantova T V. During her studies at the Russian State Pedagogical Medical Institute, I.P. Dabaeva published articles "On the study of speech intonation systems and their influence on types of musical intonation" [1], "Modern poetry and the tasks of modern musicology in the study of vocal music". [2]. She repeatedly became the laureate of the All-Russian competition of student research papers.

An important role in the life of the young scientist was played by the admission to the graduate school of the Moscow State Conservatory in 1980 to the class of I.V. Lavrentieva. Irena Vladimirovna influenced the choice of the topic of the dissertation related to the analysis of vocal works. "Analysis of a poetic text as a necessary component of a holistic analysis of a vocal work" - is a work performed in line with the most relevant and innovative trends in music science in the 80s of the XX century. The knowledge of the work in its integrity worried the minds of leading specialists of the country. In the writings of L. A. Mazel, V. A Tsukerman, E. V. Nazaikinsky, I. V. Lavrentieva, the question of the connection of music and words was repeatedly raised. So E. V. Nazaikinsky believed that "one of the cardinal problems of art history is the identification of the identity or similarity of the processes of meaning in music and natural language" [3, 13]. Analysis of the poetic text and determination of the composer's method of working with it is a prerequisite for a holistic study of the vocal work. A number of works were published on this subject by I.P. Dabaeva: "Analysis of a vocal work and its role in improving the professional skills of students of the vocal class", "The importance of compositional context for translating poetry into chamber vocal cycles of Soviet composers", and a lecture course was developed "Introduction to the basics of poetics."

Education at the Moscow Conservatory coincided with the beginning of a new era in the history of Russia. The weakening of ideological oppression, as well as the preparation and celebration of the millennium of the

1 The family often moved, in connection with the service of the father

baptism of Russia, revived the interest of the secular community in sacred music. In the Soviet Union, the problem of the preservation and development of spiritual culture was not included in the circle of research tasks. In the 80s of the XX century, Christian-themed works appeared in the repertoire of choral groups, sacred music festivals and church choir shows were held in many large cities. At the same time, church-singing culture began to attract the attention of leading musicologists in Russia. In the scientific work of Irina Prokopyevna for over three decades, this topic has occupied a major place. About forty publications, including two monographs and three study guides that came out of her pen, are devoted to various aspects of Russian sacred music. In 2017, she successfully presented her doctoral dissertation "Russian Spiritual Concert in Russian Culture of the XIX - Early XX Centuries". The author recreated a significant layer of musical work of Russian composers, previously unknown or considered to be lost.

Being a real ascetic in the study of Russian church-singing culture, I.P. Dabaeva actively participated (and continues to participate) in various conferences and symposia - including international ones. Currently, there are more than fifty such events in the track record of Irina Prokopyevna ("Man. Language. Art", MSPU, 2000; "Romanov Dynasty in the History of Russian Culture", Yekaterinburg, 2000; "Brazhnikov Readings", St. Petersburg, 2005, 2016-2019; "Readings in memory of S.V. Smolensky. Choral art in the XIX-XXI centuries: trends and prospects", Kazan, KMK, 2012 and others).

She organized a number of scientific conferences and symposia. So, in 1999, in the framework of the International Scientific and Educational Forum "Christianity and World Musical Culture", she organized scientific readings and the conference "Musical Culture of the Orthodox World". The following year, I.P. Dabaeva initiated the International Scientific Conference "The Musical Culture of the Christian World" in Rostov-on-Don, as well as the Scientific and Educational Forum "Domestic Culture at the Turn of the Millennium" and the conference "Russian Thought" in Sochi. Later, I.P. Dabaeva organized several other major scientific events: "Contemporary Choral Performance: Traditions, Experience, Prospects" (2014), "Spiritual Concerts in Russian Culture: Traditions, Experience, Current State" (2015), etc.

During her studies at the Moscow Conservatory (1980-1984), fateful acquaintance of I.P. Dabaeva happened at that time with a student of the choir conducting department, S. A. Tarakanov, - her future spouse, currently Honored Artist of the Russian Federation, Candidate of Sciences, Professor of the Rachmaninov Rostov State Conservatory.

The a cappella singing culture, instilled in Sergei Aleksandrovich since

childhood in the Boy's Chapel of the Gorky, was in line with the Russian church and singing tradition, and therefore, participating in divine services in Moscow churches during his studies at the Moscow State Conservatory was a natural continuation of that to which he devoted himself from an early age. It is important to emphasize that the singing design of services in Moscow was highly professional: the traditions of the Synodal Choir were preserved here in the Soviet era.

Acquaintance with Sergey Alexandrovich and with the musical culture of the Orthodox world had a strong influence on the atheistic worldview of I.P. Dabaeva - a member of the Communist Party.

Close communication with V. N. Chugreev, a graduate of the Faculty of Philosophy at Moscow State University, an erudite, intelligent person, an experienced regent, and deep knowledge in the field of Orthodox church traditions, played an important role in strengthening interest in Christian culture. For a long time he collected a music library, which included chants of everyday life, arrangements of ancient chants, original works of Russian composers. Acquaintance with this unique layer of Russian culture significantly influenced the whole future life of I.P. Dabaeva and S.A. Tarakanov: the decision to continue the truly Russian traditions in their own activities was irrevocable.

Arriving in Rostov-on-Don in 1984, Sergei Alexandrovich and Irina Prokopyevna not only in their pedagogical work at the Rostov State Music and Pedagogical Institute designated as a priority line the study and performance by students of the best examples of Russian sacred music, but also took an active part their becoming as singers and regents. Together with Archpriest Oleg (Dobrinsky), they became the organizers of the first regency-singing courses in post-Soviet Rostov, which opened at the Theological School and the Rachmaninov Rostov State Conservatory, whose graduates, enriched with the necessary knowledge, joined the squad of professional singers and regents of the city. Irina Prokopyevna specially for these courses developed the educational program "Fundamentals of Old Russian Music", "Old Russian Singing Art", as well as an optional course for students of the conservatory "Old Russian Singing Culture".

In 1991, under the direction of S. A. Tarakanov, a new collective appeared in Rostov-on-Don - the Don Choir Chapel "Anastasia", which became one of the leading choirs in the south of the country. Irina Prokopyevna took an active part in the life of this group as a singer, host of concerts, as well as an organizer of concert activities. The concert life of the chapel was regularly reflected in the periodical press from the first day of its appearance on the Rostov stage. A number of essays were authored by I.P. Dabaeva.

The revival of the tradition of patronage of arts in Rostov-on-Don is also associated with the chapel, since in the first years after perestroika, Rostov businessman Vladimir Nikolayevich provided substantial support to the collective. With its help, the first tour of the chapel abroad was organized (Germany, Italy). Then, about a hundred years ago, foreign newspapers began to write about Russian choral art [4], [5]. After the first tour, others followed - in Belarus, Poland, Italy, Germany, France. Irina Prokopyevna became their permanent organizer.

A significant page in the life of the city was regularly held spiritual concerts organized by I.P. Dabaeva and S.A. Tarakanov. Choirs from all over the country took part in them. The audience was attracted by both unusual and interesting programs, as well as concert regulations. Following the traditions of pre-revolutionary evenings of sacred music, Irina Prokopyevna or Sergey Alexandrovich each time preceded the choir performances with an explanation of what will be presented. Listeners expected these deep comments with no less interest than the concerts themselves. In addition, the conductor combined the compositions in small cycles and asked his listeners not to applaud at the end of individual chants, which contributed to a more focused attention, penetration into the nature and meaning of the presented works. In this way, its own listening audience was brought up, which remained faithful to this type of concert performances up to the present.

Since the beginning of the new millennium, I. P. Dabaev and S. A. Tarakanov have organized in the city an international festival of children and youth choral art "Songs of the Third Millennium", which is based on a competition and a concert of Orthodox chants. During the nine festivals, dozens of bands performed before the Rostovites, presenting diverse, vibrant programs. However, festivals demonstrate not only the performing skills of young participants. It is also important that each meeting with the audience gives them an acquaintance with the spiritual works presented in the city for the first time: large choral works performed by a symphony orchestra, choir and leading soloists of the country. Within the framework of each festival, open rehearsals and master classes by experienced choirmaster, conferences, seminars, and lectures on moral and musical upbringing and education are constantly held, which contributes to the dissemination of knowledge in the field of Orthodox singing culture, the rooting of truly Russian traditions.

Irina Prokopyevna is convinced that any musician, including a musicologist, must certainly express himself in performing art - and with her own example she proves the necessity and possibility of such an activity. As a singer, she took part in concerts of the Don Choir chapel "Anastasia",

in the design of divine services. There was an unexpected, sharp turn in her life towards modern Western culture: in the 90s, she acted as part of a women's quartet that performed songs in the style of barbershop, and even toured with this group in American cities.

In addition, since 2008 I.P. Dabaeva has been organizing master classes and concerts by leading European musicians at the Rostov State Conservatory. Since 2010, she began conducting internships for domestic young musicians in Italy, which became annual. In 2012, in honor of the 200th anniversary of the birth of J. Verdi, the musicologist organized the All-Russian competition of vocalists for the best performance of the work of the famous composer. The competition was held in Rostov-on-Don. Irina Prokopyevna is also the author of the project "Revival of the tradition of holding spiritual concerts in Russia", which received a grant in 2015 from the All-Russian Orthodox Initiative Fund.

The experience gained as a result of organizing activities at all these events, Irina Prokopyevna passes to students of the Rostov State Conservatory as part of the courses "Festival Management" and "Concert and Tour Management".

For more than twenty years, Irina Prokopyevna has been a member of the dissertation council of the Rostov State Conservatory, its academic secretary and, for the past two years, deputy chairman. In addition, she heads the Department of Theory of Music and Composition and pays great attention to the research and methodological work of her staff. She is actively promoting the work of Rostov composers: in 2019, tours of student composers of the conservatory in schools and colleges of the South of Russia were organized with a concert program consisting of works by students and teachers of the Rostov Conservatory.

Irina Prokopyevna is an example of serving the domestic musical culture, her desire to preserve her most valuable qualities in her various roles: as a singer of church choir, as an organizer of choral competitions and festivals, as a head of joint projects with the Don Theological Seminary, as a teacher of regency courses, and, finally, as a doctor of science and professor, supervisor of a whole pleiad of students who devoted themselves to the study of Orthodox singing tradition.

The names of musicologists and teachers are hardly known to a wide circle of music lovers, but without them it is impossible to imagine the development of music itself. And one of the most obvious illustrations for this thesis is the path in music that Irina Prokopyevna Dabaeva chose for herself.



Irina Prokopyevna Dabaeva

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