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Educational factors providing professional mobility of workers

Annotation

The essence of professional mobility has been defined in the article. The role of education in the system of causes of occupational mobility has been presented. Current trends of the professional mobility on the national labor market have been analyzed.

Keywords

professional mobility, labor market, education, competence

1 Introduction

The rapid process of new knowledge in the modern world are making a radical change in economic relations and key factors of social development. The growth of the human factor as a generator of new knowledge and the carrier is close to the increased requirements for the employee as well - changing the contents and conditions of employment. Therefore, the objective necessity of serving the formation of human resources, adequate and modern type of production can not only adapt to the new changes, but also to become active leaders in the development, produce new knowledge and change.

In the current system the necessary skills of workers is one of the major mobility, which can be broadly defined as the willingness to change. With the establishment of Knowledge Economy issue of professional mobility takes on a new meaning and reveals a capacity for learning and development. The current labor market poses to young professionals who are very demanding both in terms of their training and on personal characteristics, learning ability, creativity, innovation and more. One of the key features of the modern worker is the ability and willingness to change, to continuous lifelong learning. Therefore, professional mobility becomes relevant in the study of patterns and trends of the modern labor market.

2 Underway

The problem of occupational mobility is an important area of research, not only economic, but also other sciences. This is due to the complexity of the concept of professional mobility, which is influenced by numerous factors of various kinds, psychological, social, political, economic, demographic and others.

The concept of mobility was first identified and thoroughly comprehended P.Sorokinym known scientist and received further significant development within the sociological trend of science (R.Bendiks, P.Blau, E. Durkheim, N.Kovalisko, S.Kuhel, S.Lipset, R. Ryvkina, T.Zaslavska), psychology - in terms of features and forming propensity to displacements (L.S.Piletska), education - in the context of relevant characteristics (O.V.Bezpalko, Ye.A.Ivanchenko, LV Goryunov, LL Sushentseva).

In economic terms, professional mobility research process is of interest in terms of identifying the causes, characteristics and extent of movement of workers in the labor market. These aspects are of interest both in the general scientific context - ascertain the essential characteristics of the phenomenon of professional mobility, and in particular - identifying the role of individual factors, trends, processes and scale mobility in certain socio-economic conditions. Various aspects (educational, territorial, professional, etc.). Labor

mobility are reflected in the works: N.A. Surhund, I.N. Paschenko, A.F. Kotlyar, Yu.M. Marshavina, A.I. Kovalev, O.M. Bilyk, I.L. Petrova, S.Yu. Roschin, O.A. Malynovskaya, O.V. Poznyak, S.I. PyrozHKov, M.D. Romanyuk, O.U. Homra and others.

The purpose of the article is displaying educational factors of professional mobility of workers in the labor market.

3 Research results

The current stage of social development characterized by the making of a qualitatively new type of economic system. Under the influence of pervasive spread of new technologies, including information and communication technology, fundamentally changing the structure and mechanisms of economic activity. The spread of new technologies changing the sectoral structure of the economy, increasing the share of high-tech industries and, therefore, reducing the share of industries with a low degree of processing. Fundamental changes are occurring in the manufacturing process, which is characterized by an increasing proportion of intellectual functions.

Professional mobility as mobility in general, can be understood as a process and as a phenomenon. As the mobility process finds expression in tendencies of changes in the structure of professional employment, changes in employment in some sectors and areas of industrial activity. Under the influence of continual and rapid technological progress is not only the classic relationship between industry, agriculture and services, which are known to be characterized by increasing the share of the latter. And singled out a growing share of high-tech, creative and environmental industries.

It is clear that these processes and determine the changes in the requirements for modern human resources in the labor market. In this aspect of professional mobility is already acting as a phenomenon that characterizes the quality of the modern worker, his willingness to change (professional, functional, geographically and so on.).

The ability and opportunity for human life to study and modify the activity is conditional upon a number of reasons, internal and external. External causes determined by changes in the environment of his life, which are objective and due process of socio-economic, political, and innovation. Under the influence of the latter there are constant changes in the economic structure, new and old die area, filled with new content process work in all areas. And in our time, these processes are extremely accelerated and cause permanent changes in the labor market, which, respectively, require changes in the vocational qualification structure of the employed population.

Influenced by the rapid spread of new technologies there are dramatic changes in the content of the labor process. The implementation process of work with the use of modern technology and advanced technology requires other qualities of employees. They must have not only specialized knowledge but also be capable of continuous learning, learning new techniques, technologies and skills. And - ready to learn, not only within their specialty, and in general - to get new skills. Because these processes occur inevitably moving workers to other professional groups.

Cyclical nature of the economy, in turn, causes a shift in the labor market. Unemployment, the level of which varies over the business cycle, forcing many people to change their place of work, residence, qualifications and profession. Regularly occurring and demographic changes in the population, which may significantly change its age and sex structure of reducing or increasing the proportion of the most active mobility share of the workforce.

Unfortunately, the last active way political and even military-political factors. We can state a significant increase in professional mobility processes in our country as a result of military aggression, as more than a million people were forced to relocate, and many of them - his profession and sphere of activity. And not always these changes are carried horizontally or upward direction.

Among the external factors include and globalization. Formation of the global labor market that ended in the second half of the twentieth century, means the gradual liberalization of borders in the way of movement of human resources between countries. International migration is influenced by economic, political and other factors takes enormous proportions worldwide and is usually accompanied by a professional worker mobility, changes in the scope of their activities.

Thus, in this context, professional mobility can be defined as the process of movement of workers between professional groups or different groups of professional structure of society.

Internal causes of occupational mobility - a personal quality, the existing system of training, education and professional environment impact. Formed targeted guidelines determine the appropriate traffic rights within a certain professional environment (professional activities, career), or switch to another, more attractive for a certain period of time. Therefore, professional mobility is certainly subjective and, since it necessarily implies a desire or interest in the subject to change its position.

The internal aspect can have economic factors. This, indeed, is expressed in the desire of workers to higher income, better working conditions and opportunities for professional careers. In this sense, professional mobility is revealed through the ability and willingness of the individual quickly and successfully master new techniques and technologies, acquire new knowledge and skills. Thus, the fair will and determination of professional mobility as the ability and willingness of the employee to change profession, place of work and industry activities.

Under such conditions, not just the growing importance of education in preparing human resources to work. As noted, PA Sorokin, "the role of the channel, which serves modern school is becoming more important because, in fact, she took over the functions

previously performed by the church, his family and some other institutions" [1]. Education is an important factor in the formation of different aspects of modern employee finds expression in complication of the structure of its essential qualities and characteristics, the appearance of competence approach in understanding the components and process of their formation. proof of this is a complication of the nature and structure of the concept of competence that goes beyond understanding purely professional knowledge and skills. in the modern sense kompetentnist disclosed in the following aspects: personal (responsibility, discipline, etc.), professional (professional knowledge), social-communicative (teamwork, ability to resolve conflicts, etc.) and actor (ability and willingness to learn and develop throughout life) competence.

Consequently, rapid changes in today's world and the need to raise readiness of all factors of economic activity to these changes. Thus, willingness to change, willingness to constantly learn and grow, willingness to change his profession, function, location, etc. is an essential feature of the modern worker. Professional mobility thus becomes a mechanism for balancing supply and demand in the labor market, and the current and future needs of the labor supply.

Professional mobility can be forced (which is under the influence of objective factors) and voluntary (associated with internal units to improve individual skill level). In both cases, the dynamics of mobility and performance processes are largely determined by personal characteristics of the worker laid the education system.

In this way the education system is an important factor in professional mobility, improving employee to implement various employment. Increased education inevitably increases the range of employment opportunities. Each graduate student receives a comprehensive level of thinking that allows it to work not only with a degree, but also in other areas at the level of their skills. There remain real to him as employment opportunities and received lower qualifications.

Confirmation of the above data favor the employment of certain groups of employees. In 2000, the number of unemployed with basic and higher education (325.2 thousand.) Was almost three times less than the number of unemployed with complete and incomplete secondary education (942.1 thousand); in 2014 the number of unemployed university graduates rose to 513.7 thousand., but remains almost exactly half that number of unemployed (950.2 thousand.) with complete and incomplete secondary education [2].

Enough data are indicative of the distribution of employment in the formal and informal sectors. Thus, in the informal sector in 2013 employed 6.4% of all people with higher education, 33.8% of all employees with full secondary education and 61.1% of those with basic secondary education. In 2014 the economic crisis worsened somewhat employment rates, but nevertheless the informal sector employs 11.9% of persons with basic and higher education and 72.4% of those with vocational, basic and complete secondary education.

These data indicate that individuals with higher education employed are generally more organized forms of status and activity. This trend is also visible, if we analyze employment in the formal and informal sectors

of the population in groups with the level of education.

Table 1 Employment structure by types of jobs and education

	Formal employment	Informal employment
Complete higher education	38.1	11.1
Basic higher education	1.2	0.8
Incomplete higher education	22.3	14.5
Vocational education	23.5	33.7
Complete secondary education	13.9	34.6
Basic secondary education	1.0	5.1
Primary education	0.0	0.2

* Economically active population Ukraine 2014: Stat. digest / State Statistics Service of Ukraine: - 207 p. // <http://ukrstat.gov.ua/>

Overall, education has dual effect on the process of labor mobility. On the one hand, the education system is an external factor that affects the conditions for employment of workers in the economy, providing a structure and scope of training, retraining and advanced training of specialists in the areas. This is not always a given structure coincides with the structure of offers of jobs in the economy, which in turn is determined by numerous factors (structural changes of the economy, the emergence of new industries and the demise of the old, cyclical and seasonal fluctuations, etc.).

And it should be noted that the possibilities for effective employment are determined not only received the level of formal education (Bachelor, Master etc.). The processes of professional mobility can significantly activated through programs of employment of redundant workers, the problems of employment in depressive and other regions, support for retraining programs, promotion of promising areas of training professionals and others. In all the above cases, mobility stands mechanism to balance supply and demand in the labor market, reducing disparities and employment opportunities for all employees.

On the other hand, the education and training are critical factors in the formation of internal mechanisms for human development. The ability for professional mobility is closely linked to the quality of the workforce, which is manifested in the workplace and includes skills and personal qualities of employees - health, adaptability, flexibility, mobility, motivation, innovation, professional competence, ability and inclination to continuous training, adequate perception and cellular response to new factors, autonomy and efficiency in decision making, willingness to adapt quickly to new conditions and others. All these qualities are laid as education (in the family and formal education) and general technology and training in the education system.

An important characteristic of the modern worker is creativity as the ability to creative work. Increase the value of these properties is a manifestation and an increase in the proportion of the working population employed creative work. Yes, conducted by American

sociologists study revealed the following trends. The proportion of those artists involved in the production process in 1904 was 1.5-2%, and in the mid-1990s - has reached 30%. It is possible one of the authors of the study Charles declare Florida for the first time the formation of "creative class" in modern society [3].

Reaffirming the crucial role of education as a whole in providing social and professional mobility of human resources, it should be noted that the power of this influence can vary considerably depending on the characteristics and functioning of the education system. Structural changes in the system of education can influence its ambiguous social results. Thus, over the spread of higher education is proportionately different levels can cause impairment of diplomas, as well as phenomena such as unemployment or university graduates employment is not the specialty and level of education received inappropriately.

Thus, in 2011 the total number of employed in the economy of Ukraine aged 20 - 40 years 58.7% worked in their field. This average data, which are very different in different specialties: is not a specialty 95.1% of executives and managers, 77.4% of specialists of agriculture, forestry and fishing, 88.6% of specialists in finance and trade, 97.6% of specialists in transport and communications, 92.7% of professionals in the field of tourism, hotel, restaurant and spa sector, 55.2% of experts in management, law and social protection. The lowest proportion of employees is not a specialty in medicine - 5%, engineering - 13.8%, construction - 18.9% and in the field of physics and mathematics - 34% [4].

Enough large portion of workers are not experts in the specialty discrepancy indicates the scope and structure of their training education system to labor market needs. On the other hand, these experts do not remain unemployed, and through the established qualities of flexibility could find themselves in other areas.

4 Conclusions

Professional mobility serves complex and multidimensional process in the labor market, acting mechanism to balance supply and demand in the labor market. On the other hand, professional mobility serves an important characteristic of today's workers, which is the ability to adapt to new challenges and requirements of the labor market, continuously learn and develop. An important factor in professional mobility in both cases is education, promoting the formation of human resources willing to change, to continuous learning and development. However, the possible impact of education on occupational mobility can vary significantly depending on the conditions and methods of operation. In this regard, an important area of future research is the need to analyze and search for forms of effective mechanisms for the settlement processes of professional mobility in the direction of progressive transformational shifts in the labor market and the economy as a whole.

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