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**FORMATION OF THE PROFESSIONAL POSITION OF THE FUTURE
MEDICAL WORKER IN PROFESSIONAL PREPARATION IN MEDICAL
HIGHER EDUCATION I-II ACCREDITATION LEVELS**

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Theoretical issues of the formation of the professional position of the future medical worker in the process of professional training in the medical college are researched. The analysis of scientific and pedagogical literature on various aspects of social and professional position is carried out. The system of value-semantic positive attitudes of the future specialist to the professional activity, its features, conditions, results, socio-cultural space is outlined. In the course of the study, pedagogical conditions have been defined that will ensure the formation of the professional position of future medical workers: a democratic educational environment of an educational institution, a professional and ethical culture of physicians. The indexes of formation of professional and ethical culture of future medical workers are considered.

Key words: professional position, democratic educational environment, competence, professional and ethical culture, medical ethics.

Introduction. The modernization of higher professional education that takes place in our country has become a prerequisite for bringing the practice of professional training of students to a new level. The main indicator of educational activity is the quality of providing educational services, the formation of educational institutions, which, in their turn, are

aimed at the education of competitive graduates. Today, Ukraine chooses European benchmarks for development, therefore, the organization of new approaches in the educational process and the construction of such a system of training of junior specialists is urgent, which will further ensure the competitiveness of graduates of educational institutions, and will contribute to the formation of the prestige and image of a separate higher education institution of I-II levels of accreditation. "The task of modern education - to form the personality of a future specialist, ready for successful professional activity, updating of professional knowledge, skills of designing, professional and personal growth"[1, p.83].

Taking into account the fast-moving processes of development of society, the problems of the formation of highly educated and highly-cultivated specialists are put forward; the requirements for training institutions for continuous improvement of vocational education are increasing. The content and organization of the educational process at medical universities of the I-II levels of accreditation are aimed at forming the personality of the future medical worker, his civil responsibility, legal culture and civil competence, spirituality, initiative, independence, tolerance, ability to successfully socialize in society and professional maturity, which is today one of the topical tasks of higher medical education. In the process of socio-cultural and economic transformation of Ukraine into the European educational space, future healthcare professionals face a number of challenges: from a medical specialist, a clear self-control is required, a willingness to help a person in need, adhering to a large number of rules of conduct and active action at any time, in any social conditions and in any emotional state.

In view of this, the important task of the system of professional training in medical college is the formation of a system of positive motivation for work, readiness for identification of initiative and

competitiveness, and to self-realization in the conditions of market relations in future medical workers. Therefore, the process of professional training in a medical college should include not only mastering by future medical professionals a system of deep knowledge, skills, but also the formation of a professional position in them for the successful realization of the personal interests of society.

In modern scientific-pedagogical literature, various aspects of the socio-professional position (content, behavioural, structural-functional, procedural) were investigated by G. Aksionov, I. Beh, K. Bondarevskaya, N. Bioritko, V. Voitko, O. Goneev, A. Grigoriev, N. Goziy, O. Kiriichuk, I. Kolesnikova, L. Kondrasheva, I. Kotova, A. Markova, O. Poznyakova, N. Selevanova, V. Slastonin, S. Slivka, S. Smirnov, E. Shiyanov, N. Shurkova, R. Khmeljuk and other scientists.

The topics of forming the professional position of future medical workers in recent years are beginning to develop actively, both in our country and abroad, embodied in the writings of many scholars. The conducted analysis of scientific research shows fundamentally different approaches to the definition of pedagogical conditions for the formation of professional competence of doctors for work (O. M. Gumenyuk, R. S. Gurevich, K. I. Delegay, N. V. Zharkova, I. G. Sosyuk, D. Bell, A. A. Verbitsky, T. P. Voronin, K. K. Kolin, A. Toffler, etc.). A professional position is determined by scientists as an important indicator of professional development, a characteristic that determines the choice of the subject of his professional path, the conduct of activities and behaviour. Researchers interpret the professional position as a professional role, which expresses the character of social relations of the individual; the manifestation of man's attitudes to the surrounding reality; external manifestation of human behavior. The scientist L. Krasovskaya notes that the professional position of the individual integrates the individual and professional features of a

person, is determined by its knowledge and skills; effective professional position of the individual is an active position that ensures the continuous professional development of the individual in general [2, p.24]. The choice of a professional position depends on the success of the professional activity of the future healthcare worker, his emotional perception and satisfaction with the conditions and results of his work, confidence in his own abilities, the productivity and effectiveness of his work, and the prospects for further professional growth.

Formation of a professional position is especially relevant at the stage of preparation of a future specialist, when the registration of the sphere of his main professional competencies takes place. Being a competent specialist means using the knowledge and experience acquired in accordance with a particular situation: to understand the essence of the problem, to be able to solve it practically, therefore competence is considered as a special type of subject-specific knowledge and skills that allows to make effective decisions [3, p. 215]. It should be noted that the professional competence of the medical worker is determined not only by the didactic principles and technologies, aimed at the acquisition of knowledge and skills in the process of professional medical training and the formation of elements of professional thinking, but also depends on the level of formation of his professional position.

A comprehensive justification of the pedagogical conditions and the constituents of the professional position of the physician will, in our opinion, make it possible to orient the educational qualification requirements for future medical workers when integrating educational processes into the European space.

The analysis of scientific sources has shown that modern researchers pay much attention to both theoretical and applied aspects of the training

and upbringing of future healthcare workers in higher medical schools, considering it as an integral part of their overall vocational training.

However, despite the scale of the study of the problem, the essence of the professional position of future healthcare workers and the ability to form it in Higher Educational Institutions of the I-II accreditation levels were not considered. In the higher education system, there is a network of medical institutions of the I-II levels of accreditation, where vocational training of secondary medical specialists takes place. However, in the educational process of these institutions there are some difficulties in the formation of a professional position, due to the insufficient level of formation of a democratic educational environment and the need for the formation of a professional and ethical culture. There is a number of contradictions between: the objective need to study the problem of forming the professional position of future medical workers and the lack of special research; the need to create effective pedagogical conditions for the formation of the professional position of future medical workers and the lack of proper scientific and theoretical substantiation of this process.

The purpose of the article. The main purpose of this work is to carry out a scientific analysis of the problem of forming the professional position of future medical workers in modern socio-cultural conditions.

Presenting of the main material. The priority directions of the strategy of reforming education to date are the creation of conditions for self-improvement of each person; formation in the youth of modern world outlook, abilities and skills of independent scientific knowledge - a professional position, training of the basic principles of constructing a professional career. The main idea is to teach young people the ability to use the acquired knowledge in higher education to organize their lives. Formation of a creative professionally oriented personality student is possible only if it is transformed into a subject of educational activity, active,

interested in self-change, capable of independent construction of their activities, its change and development [4]. The task of professional education is the formation and development of high intelligence of future specialists, their personal traits, abilities, talents. Given the changing conditions of priorities, both in the political, economic and spiritual spheres, it is necessary to reorganize views on ideological beliefs, value orientations. In this perspective, the problem of professional training is rising to a new level. "In the conditions of modern Ukraine, the professionalism of the individual - one of its types of preparedness - has gained an actual significance both for it and for society" [5, p. 68]. The urgent question is the professional and personal implementation of medical students as specialists and the formation of their professional position in accordance with the needs of the present. According to A. Cherniavskaya, the components of a student's professional position are:

- social, which contains ethical principles, including the principles of professional ethics, and the correspondence between student behavior and role expectations from society, parents, etc.;
- individual - personal ethics, morals, system of relations and understanding of the world which was formed during the individual life experience of man [6].

Medical College - is a university of I-II levels of accreditation, which carries out general education and professional training of youth on a qualitatively new scientific-methodical level; is a multifunctional institution that combines the functions of training with flexible educational programs, which are rapidly adapted to modern requirements in accordance with the sectoral and regional peculiarities. Medical colleges implement training programs aimed at deepening humanities and natural sciences, educating professionals with a system of values and capable of solving complex

professional problems. The upbringing of future medical workers is carried out on a large scale.

A medical worker should have the qualities of humanity, tolerance, respect, combined with a certain level of professional competence. In addition, a strong principle is the upbringing of morally-persistent workers who can soberly react to what is happening and are able to make decisions in the most difficult situation. The main task of medical colleges is the education of the students' professional and ethical culture, the modernization of the training of medical staff: nurses, paramedics, pharmacists. A comprehensive approach to the formation of the students' professional and ethical culture and the high level of motivation to master the professional competencies will ensure the necessary level of formation of the professional position of graduates of medical colleges and, as a result, will ensure the formation of a highly skilled and competitive future medical worker.

For the effective activity of the pedagogical team to form the professional position of the future physician, it is necessary to create a democratic educational environment that will promote the creative potential of future physicians, the formation of professional formation and professional development. A condition necessary for the formation of the professional position of future specialists in medical specialties is the creation of an innovative social and pedagogical environment during the period of studying at a higher educational establishment. Higher educational institution is an environment in which students receive not only special knowledge and skills. Here accumulated experience of social and professional relations, the formation of professional culture, life settings and professional-value orientations. Finally, in this environment a future specialist, being involved in the culture of professional activity, becomes its bearer. A higher educational establishment is considered as a center for

the organization of education and the creation of a training environment, educating the space, which adequately reflects the system of conditions and purpose, tasks and content of education. Education is aimed at creating conditions for the professional development of the individual, his creative, scientific, moral and physical development; the creation of a united academic community, based on the joint viability of students and teachers. The process of upbringing in the medical college is considered as a dynamic system of educational interaction of integrated subjects (students and teachers), aimed at the formation of a professionally conscious person, capable of professional growth on the basis of self-development, self-education, self-realization.

Confirmation of this opinion is the position of L. Luzina, which defines cooperation in the process of education by a common search for the values of the foundations, meanings, goals, content of methods, forms, means of this activity and criteria for evaluating its results [7, p.5].

In addition, the professional development should be based on the principles of humanism and ensure continuous enrichment of professional and ethical knowledge, the development of conscious attitude to learning, self-education, education of psychological stability; development of a civil position. The professional position of medical students is based on the system of value-semantic positive attitudes of a future specialist to professional activity, its features, conditions, results, socio-cultural space. The inner spiritual need of the student to see himself in the profession is of enormous importance in this context; the formation of a moral credo of a person who has such moral features as empathy and mercy. These factors are the socio-psychological basis of effective education of the professional and ethical culture of future medical workers. Thus, the process of forming a professional position can be regarded as a kind of technology of educational activity, which involves the professional and ethical self-

determination of the future physician and the integration in the process of learning the individual acquired professional and ethical qualities into a single whole. The basis of the formation of a professional position is the humanistic orientation of the personality development, which involves voluntary, initiative, the desire to self-improvement of their professional knowledge, as well as the efforts of teachers of the medical college in terms of motivation and interest of students in the development of professional and ethical qualities.

The training of future physicians is an integral part of vocational education and is aimed at providing specialists with a certain level of professional skills, forming corresponding professional qualities with the simultaneous development of a person's culture. At this stage, the moral and ethical culture of the future medical worker, as a component of a professional position, becomes of great importance. In this regard, it is necessary to determine the important role of moral and ethical culture and especially the educational-training environment in the process of formation and development of consciousness and humanistic features of the nature of students, since it is culture that is considered to be the space in which there is a merger and interaction of the humanistic consciousness of ethical and deontological norms as a condition, and, at the same time, the creation of a cultural environment of an educational-training medical institution. Therefore, the environment is considered by the researchers as generalized, aggregate, unified, integral, and integral strategies and tactics of personality development, which is determined as a fundamental factor in the educational process in a higher education institution. The creation of a cultural and educational-training environment that will facilitate the formation of conditions for the development of the individual as an intersubjectivity process for the formation of specialists in the medical sphere. Thus, the educational-training environment of a medical college

can be characterized as a set of social, educational, cultural and professional conditions, resulting in the interaction of which is the formation of the professional position of future medical workers, and as a consequence - the formation of the future physician as a person. In addition, the formation of a professional position of physicians begins with the first lessons in an educational institution, since students are in such an age category, when it is still possible and necessary to lay the foundations of professional and ethical culture, shaping the character of the future specialist and cultivating a personality culture. Professional culture of the person provides the necessary level of performance of professional functions and the possibility of further self-improvement of the future specialist. It manifests itself through the unity of personal and professional qualities of the individual, the degree of possession of his professional competencies, social and professional mobility, which contributes to the social and spiritual development of the individual. Consequently, professional culture as a socio-professional quality of the subject of work, involves the creative implementation of labor, the possession of a certain strategy in the implementation of this task, the development of personal knowledge, the development of professional intuition. Outlining the notion of professional and ethical culture of medical workers, one should distinguish the concept of professional motivation, professional and ethical education, professional ethical duty, professional and ethical responsibility. The culture of a specialist combines a culture of behavior, a communicative culture, a patient care culture, an organizational culture, and so on. It is obvious that these elements are associated with professional ethics, therefore, at this stage, it is necessary to determine the specifics of the professional and ethical culture of the future medical worker, which is determined by the originality of the physician's activities, a wide range of his professional functions and various moral and legal aspects of his activity. It

can be assumed that the professional and ethical culture of a future healthcare worker is an integrated quality of personality, which is formed in the process of professional training as the student acquires certain values embodied in the professional and spiritual experience of activities in the field of health care and the development of medicine as a science. The relevant provisions are enshrined in international health legislation, in particular the International Oath of Physicians, the International Code of Medical Ethics, the Ethics Code of Professional Ethics for Nurses, the Lisbon Declaration of Patients' Rights, etc. These international legal standards lay the foundations on which national legislation is being improved, taking into account Ukrainian traditions and realities.

At the same time, professional medical ethics is closely linked with the competence, qualification of physicians. In this regard, G. I. Tsaregorodtsev noted that medical ethics is a combination of principles of regulation and norms of medical behavior, which are conditioned by the peculiarities of their practical activity, position and role in society [8, p.36-37]. Actually the combination of moral qualities with professional knowledge, skills and experience creates the necessary complex of qualities necessary for the implementation of the professional duty and the formation of the appropriate level of professional and ethical culture. Indicators of the formation of professional ethical culture are certain qualities of the individual and the behavior of the medical worker, consistent with the requirements of professional ethics rules. The fundamental ethical knowledge that determines the professional and ethical qualities of health workers is: moral duty, moral and civil responsibility, justice, honor and dignity, tolerance, mercy, etc. Only a specialist with a high level of professional culture, spirituality and morals can help, really worry about the person and his health; to create the necessary comfortable psychological conditions that will ensure not only restoration of the patient's performance,

but also contribute to the prevention of diseases. At this stage, the relationship between the process of education and the formation of the professional position of future physicians becomes important, as these elements are an integral part of the educational process and educational medical practice. The level of formation of the professional and ethical culture of a future medical professional can be defined as a set of processes of professional self-expression, self-improvement and lifelong learning. The process of forming a professional position for medical students involves educating high moral convictions and feelings, developing habits of moral behavior, etc. The basis of formation is knowledge and compliance with the norms of medical ethics and morals, their adherence to professional activities. A scientist S. G. Stetsenko believes that in the process of evolution of social relations in the field of medical activity formed a coherent picture of the set of social requirements for the health sector. The interaction of certain rules of conduct, customs and norms is the general system of social regulation of this branch. The main types of social norms that regulate the various relations that arise in various areas of health care (medical legal relations) are: norms of morality, customs, corporate norms, norms of law [9, p.40]. At the same time, professional morality is characterized as depicting universal moral values in certain professions. The combination of moral qualities with professional knowledge and skills ensures the successful fulfillment of professional duties. T. K. Chmut, G. L. Chayka, think that the main notion of professional morality, is a professional duty, which is combined with professional responsibility. At this stage, the education of future health care professionals is a matter of being responsible for someone else's life and striving for a high level of professional ethics.

Given the specifics of the profession, in the structure of professional and ethical culture, it is difficult to distinguish a professional component from the

moral and ethical one. Thus, a medical worker is required, in addition to professional knowledge, the availability of appropriate ethical qualities, awareness of moral and legal liability. Only a physician who has a high level of professional ethics will be able to fulfill his vocation at an appropriate level. To execute all the requirements is possible when the traditional training system for doctors is improved; and with the help of introduction of appropriate pedagogical conditions for the formation of the professional position of future medical workers.

Conclusions and suggestions. Taking into account the aforesaid, it can be argued that the changes taking place in society determine the new strategy of training medical personnel - the formation of a highly skilled specialist with a developed professional position, suitable to cooperate on the basis of cooperation, development and realization of their own potential. Professional education becomes bilateral in nature: the external one is determined by the mastering of knowledge, skills and abilities, and the internal one involves the great work of the individual over his spiritual world by self-improvement, the mastery of cultural values, and the ability to apply knowledge in professional activities. The process of professional development of the individual while studying in a medical college is complex, step-by-step and dynamic. The social significance and complexity of the professional duties of health workers require a high level of their professional training, fundamental knowledge of the theory and practice of medicine, the acquisition of professional skills, methods and methods of medical activity. In modern conditions, the role of medical staff is increasing. In view of this, medical professionals need to strive for self-improvement at the level of the current state of medicine, to be competent not only in general medical matters, but also in the field of professional and ethical culture. A specialist in the emerging modern medical industry should be prepared for lifelong learning. Thus, the formed professional

position during the studying at the medical college will ensure the further development of a medical specialist capable of continuous creative search, the future specialist - a professional of his business.

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