

RETHINKING FURTHER PROFESSIONAL EDUCATION: SEARCH FOR MULTIDISCIPLINARY AND NEW TECHNOLOGICAL APPROACHES

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ЭКОНОМИЧЕСКИЙ ФАКУЛЬТЕТ
МГУ имени М. В. Ломоносова

Moscow State Lomonosov University

- ▶ The oldest and the biggest university in Russia
- ▶ All stages of economic education:
bachelor, master, PhD,
further education, including MBA

Overview

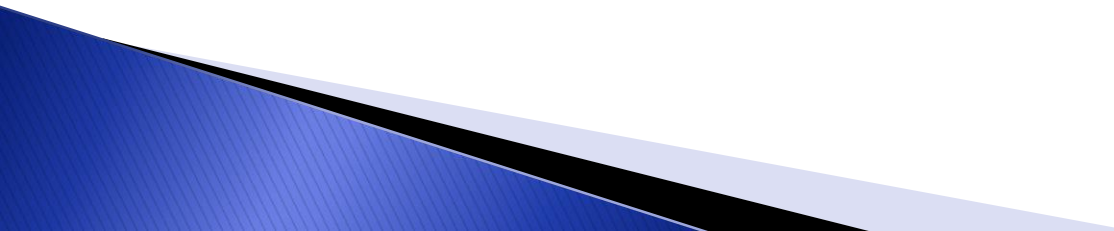
▶ **Research:**

Comparative analysis of the results of modern studies and expert estimations of the content and trends of development of the further professional education in the form of MBA programs in Western European and Russian Universities.

▶ **Outcome:**

The changes of consumers' choice, innovational educational technologies and actual labour market require development of forms and methods of different programs of further professional education

Modern economic education system

- ▶ Nowadays economic education in the whole world does exist in the form of the multilevel system including bachelors', masters', post-graduates' programs.
 - ▶ Further professional education is an important and specific part of this system. Almost every large university or business school in Russia and abroad offers special programs of further professional education.
 - ▶ These programs are addressed to those grown-ups who have already got tertiary education but are interested in additional knowledge and skills in the sphere of economics and management.
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Theoretical basis for the growing interest to the further professional education

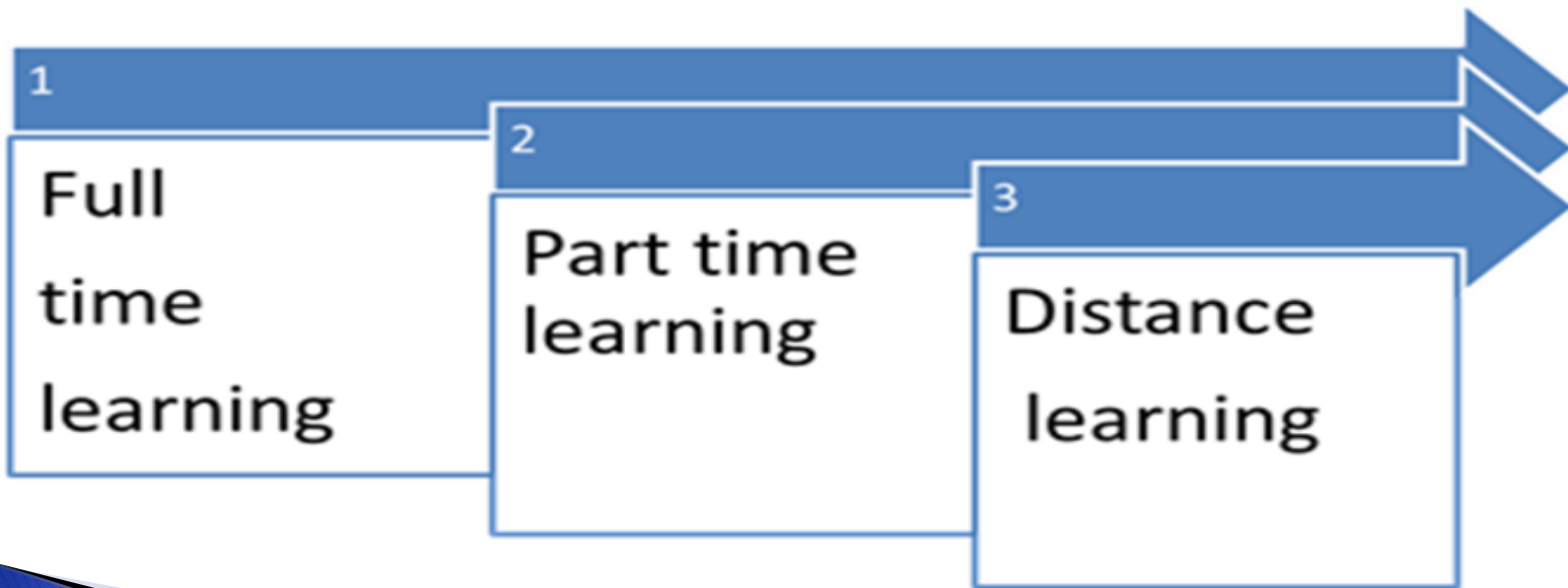
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graph TD; A[Theoretical basis for the growing interest to the further professional education] --> B[theory of human capital]; A --> C[signaling/screening theory]
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theory of human capital

signaling/screening theory

Three main trends

Trend 1: Development of the forms of education from full-time and part-time to distant and module programs



Trend 2:

Development of international standards, quality improvement, globalization of education.


Several stages can be defined if we analyze the changes in further professional education in Russia and particularly in Moscow State Lomonosov University (MSU) during the last twenty years.

Stages of development of further professional education in Russia


adoption of the standards of classical programs (i.e. General MBA) from well-known foreign universities



accumulating the original experience and elaboration of the system of accreditation, engagement of foreign professors and lecturers



preparing of the special original programs, adoption the procedures of international approbation and accreditation of these programs



partnership of the universities from different countries in outlining of special modules of further professional education programs

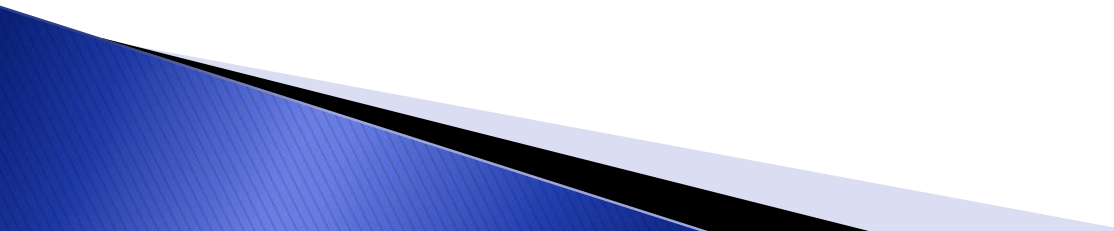


development of the partnership of the universities from different countries in launching double-diploma programs

Trend 3:

Transition from the content of classical universal programs of General MBAs toward the interdisciplinary MBA programs based on the intersection of economics, sociology and psychology.

New approaches to business communications, organizational behavior, economics and network partnerships, etc.



Empirical research

- ▶ The study was conducted by interviewing graduates of MBA programs of economic faculty of Moscow State University, provided in Russia and Kazakhstan.
- ▶ Totally 286 respondents participated in the survey.
- ▶ For the purpose of comparability with the results of other European studies the technique of interviewing applied in a number of universities and business schools in Germany was used.

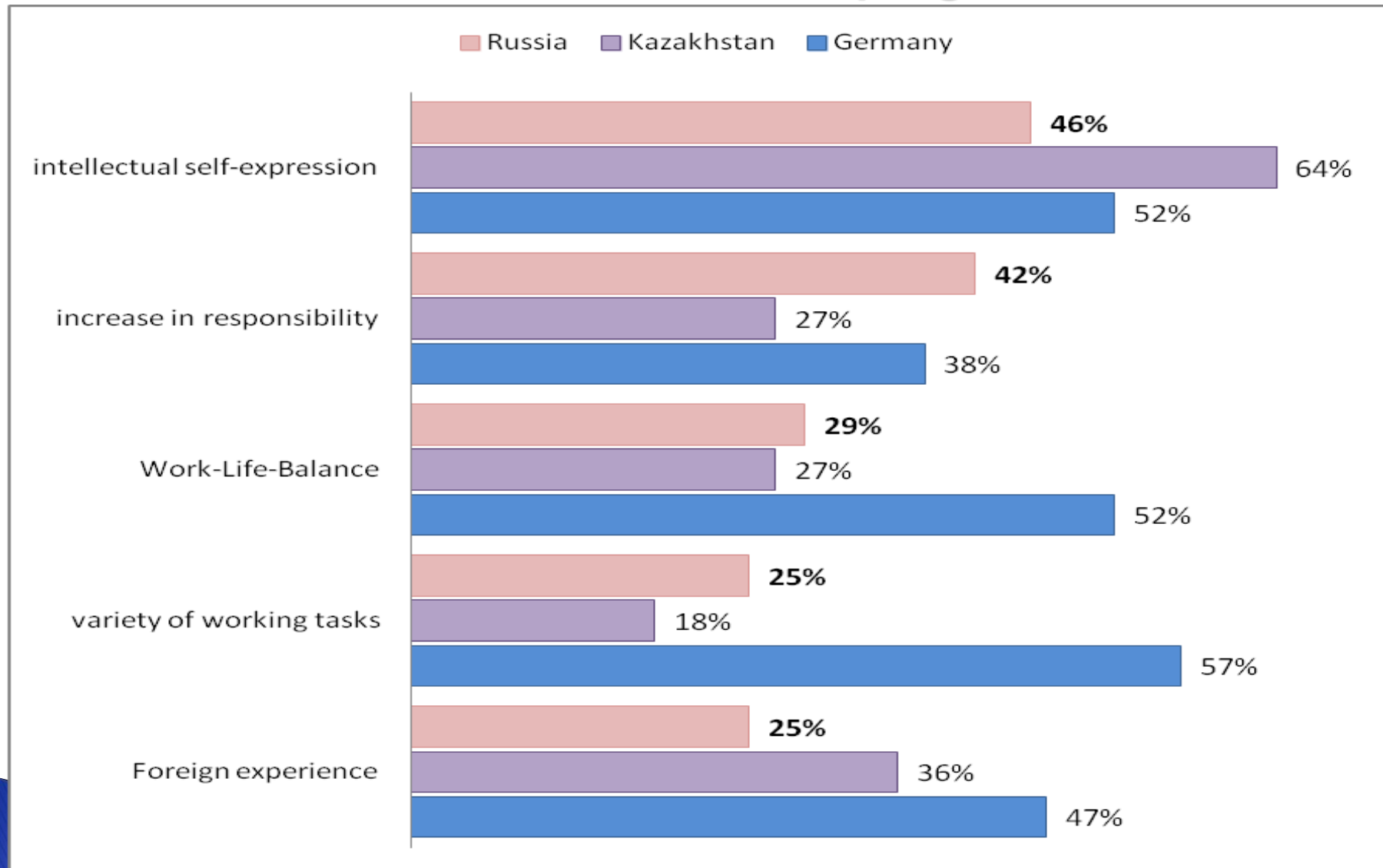
Competencies from the “Universum Professional Survey” (our partner university in Germany)

	Competencies	%
1	Ability to communicate	52,6
2	Ability to practical oriented thinking	48,6
3	Analytical capacity	33,1
4	Ability to work in a team	32,6
5	Ability to resolve conflicts	30,9
6	Ability to act independently	30,3
7	Ability to feel empathy	29,7
8	Ability to accept criticism	27,4
9	Capacity on time-management	27,4

Generic competencies for managers

	Competencies
1	Ability to apply knowledge in practical situations
2	Ability to identify, pose and resolve problems
3	Ability to make reasoned decisions
4	Knowledge and understanding to the subject area and understanding of the profession
5	Ability to focus on results
6	Capacity to learn and stay up-to-date with learning
7	Ability to search for, process and analyze information from a variety of sources
8	Ability to work in a team
9	Ability to plan and manage time

Most valuable results obtained by the German, Kazakh and Russian alumni of MBA programs



Skills and competences acquired through additional education (self estimation of MBAs alumni, %)

		German university ,%	Faculty of Economics of MSU, %
1	Ability to communicate	52,6	58,3
2	Ability to practical oriented thinking	48,6	66,7
3	Analytical capacity	33,1	37,5
4	Ability to work in a team	32,6	50,0
5	Ability to resolve conflicts	30,3	50,0


CONCLUSION 1:

Economic education moves out of limits of strictly economic knowledge and management theory.

- ▶ One of the main modern tendencies is multidisciplinary interaction which leads to acquiring new innovational result.
- ▶ The goal of further studies is testing multidisciplinary development trends of further professional education content at universities.
- ▶ Multidisciplinary interaction is in progress in several ways.
 - Humanization of knowledge,
 - increase of social norms and personal character priority, importance of communication activity,
 - openness,
 - ethic principles and involvement,
 - significance of social activity and moral values

CONCLUSION 2:

market and business networking

- ▶ Understanding of the market and business network organization is another important competency that can be acquired through education.
 - ▶ It requires research of modern network interaction technologies.
 - ▶ One of significant goals of further professional education is providing management education to students based on examination of network economy.
 - ▶ This sector will be the subject of research and analysis in future.
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Thanks for your attention!

