

## PROFESSIOGRAM AND THE SPECIALIST PROFILE IN THE FIELD OF PHYSICAL CULTURE IN THE NEW ECONOMY

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**Abstract:** *The development of professionally - applied physical culture as an integral part of the general one has not lost its relevance, although the world in which we live generates essential changes in the profession of the specialist in the field of physical culture. The emergence of modern technologies, innovative scientific discoveries, the development of fields of activity, imposed, on the one hand, the approach of pragmatism in the professional training of future specialists, and on the other hand, required the acquisition of new knowledge, skills and competences. New professions appeared in all spheres of human activity, thus changing the system of professional training of specialists at different levels. Therefore, at present, the main obligation of education is the orientation towards professionalism, and which is actually part of the mission of middle and higher level institutions, respectively colleges and universities. Vocational training has become more unified and compact with the emergence and refinement of professional levels. The existence of a large number of national and international scientific works regarding the practical use of professional-applicative means and methods in the training of specialists from different fields of activity, increasing the level of their professional training, identifying new professionally oriented approaches to the realization of human capabilities represent factors that allow us to state that the most difficult problem is the compilation of a generalized description of the profession (professiogram of the efficient specialist - PES). Moreover, a process that differentiates us as individuals is highlighted by the motivation that characterizes us and by the ability to know and improve ourselves. Therefore, the reference (profile) of the specialist in the field recommends essential changes in his professional development and requalification, as the change also involves adjustments in the participants thinking way to education, the elimination of outdated stereotypes of the instructive-educational process and the transition to innovative education, focused on quality and performance.*

**Key Words:** *Model, Professiogram, Profile, Physical Culture, Profession, Competences.*

## INTRODUCTION

***Actuality of research.*** The development of professionally-applied physical culture as an integral part of the general one has not lost its relevance, although the world where we live generates essential changes in the professional profile of the specialist in the field. The emergence of modern technologies, innovative scientific discoveries, the development of activity fields, imposed, on the one hand, the approach of pragmatism in the professional training of future specialists, and on the other hand, required the acquisition of new knowledge, skills and competences. New professions appeared in all spheres of human activity, thus changing the system of professional training of specialists at different levels. Therefore, at present, the main obligation of education is the orientation towards professionalism, and which is actually part of the mission of middle and higher level institutions, i.e. colleges and universities. Vocational training has become more unified and compact with the emergence and training of vocational levels (Balsevich, V. K., Lubysheva, L. I., 2013).

The existence of a large number of national and international scientific works regarding the practical use of professional-applicative means and methods in the training of specialists from different fields of activity, increasing the level of their professional training, identifying new professionally oriented approaches to the realization of human capabilities, represent factors that allow us to state that the most difficult problem is the compilation of a generalized description of the profession (professiogram of the efficient specialist - PES). As a rule, professiogram are divided into two large blocks: professions (specialties) obtained in the higher education system, as well as in the vocational secondary education system. The occupations are grouped on hierarchical levels in accordance with the classification criteria and based on the qualification level. Of particular importance in the professional profile of the specialist in the field is the level of competence and specialization of the specialists (Braniste, Ghe., 2014; ).

The professiogram is understood as the totality of knowledge, related to descriptive, technical and psychophysiological, including the characteristics of different professions in a certain field. At the same time, a professional diagnosis should be dynamic and start from the possibility of developing and exercising functions, describing the special features of a specialist, without which it is impossible to carry out his/her profession

effectively. The specialized literature reflects several interpretations of the concept of "profession". Synthesizing some definitions from the specialized literature, we could mention that this concept represents an activity that requires special training that a person practices regularly and that serves as a source of existence. Also, the profession brings together a group of people engaged in the same type of activities, within which certain connections and standards of behaviour are generated. The profession acts as a special form of social organization of members of a society, united by a common type of activity and professional consciousness.

According to B. Shaw's opinion, a profession is a conspiracy of specialists against the uninitiated ones. More definitions are given in the works of E.A. Klimov who characterizes the profession as a community, activity or area of personality manifestation and as a system in historical development. The generalization of the available interpretations allows us to offer the following definition: the profession (in Latin - *professio*) is a form of work activity that arose historically, for the realization of which a person must have certain knowledge, skills and competences that have been developed and perfected continuously from a professional point of view, thereby becoming important qualities of a specialist's professional profile.

In internal professional studies, the concepts of "profession" and "specialty" are divided. Profession is a broader concept than a specialty, and its distinctive features, in addition to professional competence, also refer to social competence, professional autonomy, self-control, group standards and values. Thus, a specialty is one of the types of professional activity within a profession, aimed at obtaining more specific or intermediate results or obtaining general results through specific means.

It is important to note that a characteristic of the modern world of professions is poly-professionalism, i.e. a person must master not just one profession, but several related ones (O.A. Makhaeva, A.E. Grigorieva, 2002). The most complete picture of the theoretical model of a certain profession can be obtained after developing a *professiogram*. Its content includes a detailed description of working conditions, its nature and specifics, including psychophysiological characteristics, etc. The *professiogram* constitutes a generalized reference model of the successful specialist in a certain field, although sometimes it is noted that in the *professiogram* it is necessary to

take into account the options for carrying out professional activities at an intermediate level (A.K. Markova, 1996). It is obvious that vocational education cannot be carried out in all professions, and the conditions, means, maintenance, levels of complexity of different types of professional activity vary greatly. We need a scientifically based selection of educational professions according to certain characteristics, criteria, their classification and qualification levels. As a result of these, there should be a list of professions on the basis of which the forms of training of specialists should be determined. Thus, we can exemplify short-term training in companies, training in vocational schools or universities. The selection of a scientifically based list of training professions for vocational education will always be a relevant issue. Over time, the concept of "qualification" has been significantly enriched. In addition to knowledge, skills and competences in a specific specialty, personality traits, important from a professional point of view, also had a special place. The productive performance of a specific professional activity usually requires the implementation of 5-7 professionally important qualities. In Table 1 we present the characteristic elements of a professional profile of a specialist in the field of physical culture.

Table. 1. Constituent elements of the professiogram of the specialist in the field of physical culture and sport

No. ctr.	Constituent elements
1.	The age of the specialist
2.	Field and type of activity
3.	The subject and objectives of the activity development in the process of implementation, monitoring, efficient operation and work security of a profession/occupation
4.	Typology of the basic tools for practicing the profession: computer, installations, equipment, other fixed means.
5.	Responsibility
6.	Predominant types of activity (intellectual, physical work, teamwork, etc.).
7.	The form of work organization and the nature of social ties (work is done in a team where there is a clear division of labour)
8.	Sanitary and hygienic working conditions (microclimatic conditions, mode and pace of work, the main types of professional dangers, professional illness (fatigue of the nervous system, problems with the spine, respiratory system), labour protection measures (improvement of security measures and creation of facilities, such as preventive medical examinations), medical contraindications: diseases for which no significant neuro-emotional stress is recommended.

The quality of training of specialists in the field of physical culture and sports depends on their skills and willingness to participate in professional development programs. Thus, the profессиogram of the specialist in the field will be improved. In Figure 2 we present the profессиogram of the effective specialist in the field of physical culture and sport (PESPCS).

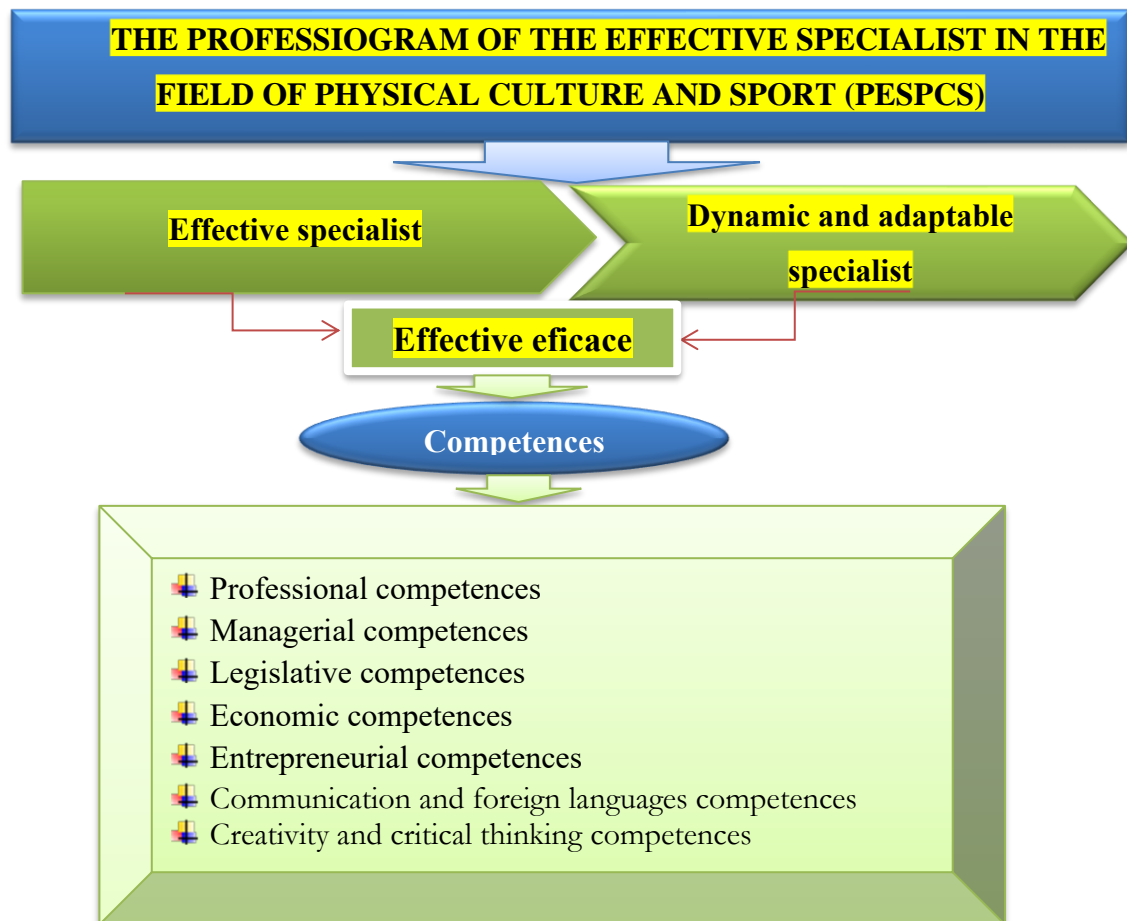


Figure 2. The profессиogram of the effective specialist in the field of physical culture and sport (PESPCS) developed by us based on the specialized literature

Currently, the impact on performance remains recurring questions for sports managers who sometimes invest large resources in this function (instruction, improvement through specialized trainings, material purchases, research and information processing). The effectiveness of the specialist in the field involves a formal process of research, collection, processing of information and dissemination of useful knowledge for the implementation and application of strategic management. In addition to the information function, the main missions of the sports entity also involve anticipating threats and opportunities in the environment (anticipation function), as well as proposing and/or carrying out actions - proactive function - with the aim of helping to make the decision

strategic and to improve their competitiveness and performance (Guțu, Vl., 2018). It would be desirable for specialists in the field to also use intelligence activities that obviously presuppose constant knowledge of the organization's resources and abilities and participate in the development of its strategic vision (Mintzberg, 1990). Starting from the Competence Model of a specialist in the field of physical culture, we proceeded to develop the Profile of the effective specialist in the field, which we present in Figure 3.

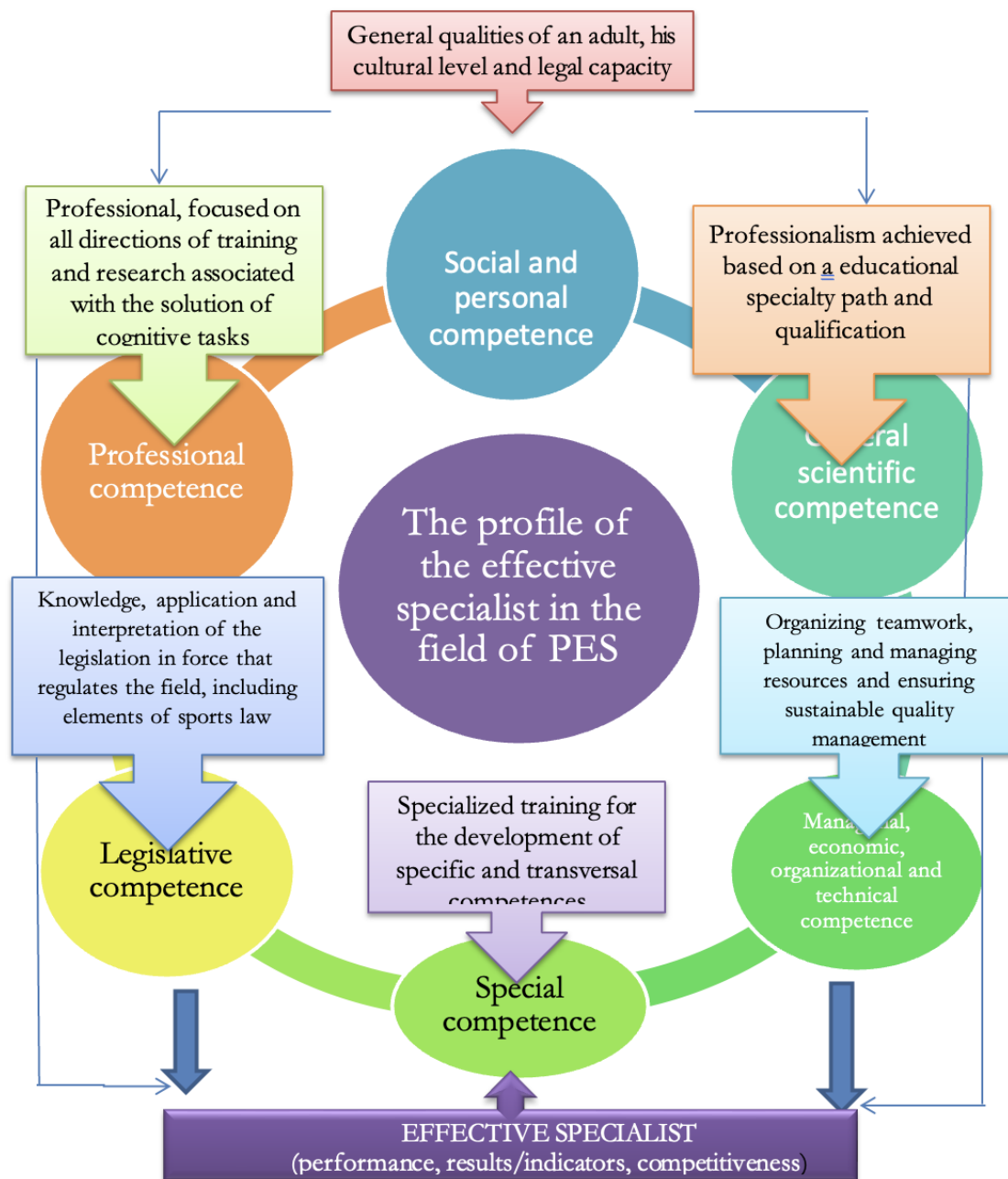


Figure 3. The profile of the effective specialist in the field developed by us based on specialized literature

Considering the initiation of certain changes in many important educational fields, including that of physical culture and sports, the proportion of people involved in continuous training is desirable to increase, so that the skills and competences of specialists in the field are improved, and the level of their compliance with the needs of the labor market corresponds to a sufficient extent. Improving the professional level of specialists in the field of physical culture and developing their professional skills, including managerial and legislative ones, in accordance with the requirements of the knowledge society, is in fact a necessary condition for the modernization of the higher education system. The improvement of the professional training of specialists in the field is, at the same time, an essential tool and the main resource for the formation of a creative, innovative and competitive personality, capable and prepared to face the demands of the labor market in the conditions of a multidimensional society in a permanent change (Triboi, V., Budevici-Puiu, L., 2004; Pochinkin, A. V. , 2015).

Thus, in the knowledge society it is impossible without an adequate professionalization of specialists, a continuous approach to role change in the process of exercising the obligations and functions of all participants in this process, at different levels of management, from managers of institutions, to assuming the achievement of the mission by the public authorities in the field that contributes to the good functioning and sustainability of the educational and sports systems (in this case). Moreover, a process that differentiates us as individuals is highlighted by the motivation that characterizes us and by the ability to know and improve ourselves. Therefore, the reference of the specialist in the field recommends essential changes in professional development and his requalification, as the change also involves adjustments in the way of thinking of the participants in education, the elimination of outdated stereotypes of the instructive-educational process and the transition to innovative education, with an emphasis on quality and performance. The highly qualified professional training of specialists is a priority for the Republic of Moldova, whose solution largely determines the success of the economy and its socio-cultural development. The importance and professionalism of specialists in the field, including the two training components (managerial and legislative), the role of the sports manager, both in the general and the professional

(sports) system, which generated the need for their professional development (Zubarev, Yu. A. 2004).

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