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**MINISTRY OF EDUCATION AND SCIENCE OF THE REPUBLIC OF  
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**«ФОРСАЙТ ӘДІСНАМАСЫ НЕГІЗІНДЕ ИННОВАЦИЯЛЫҚ  
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Халықаралық ғылыми-практикалық онлайн-конференцияның мақалалар жинағында Форсайт әдіснамасы негізінде инновациялық қызметтің менеджерлерін даярлаудың өзекті мәселелері қарастырылған.

В сборнике статей международной научно-практической онлайн-конференции рассмотрены актуальные вопросы подготовки менеджеров инновационной деятельности на основе методологии форсайта.

In the collection of articles of the International Scientific and Practical online Conference, topical issues of the training managers of innovative activities based on the foresight methodology are considered.

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## **DEVELOPMENT OF PROFESSIONAL COMPETENCIES OF A MANAGER IN THE SPHERE OF INNOVATION MANAGEMENT**

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**Annotation:** The article considers the theoretical provisions of the development of professional training for the field of innovation management in the context of the requirements of the modernizing economy of the country. The principles, methods and technologies of the educational process implementation that meet modern international requirements are substantiated.

**Keywords:** innovation, high competition, business education, human resource.

To ensure the innovative development of the country, we need personnel capable of combining intellectual and technological resources, ensuring the commercialization of innovations in the domestic and global markets. This requires building a new concept of training highly qualified managers and specialists in the field of innovation management, which is based on a competence model in conjunction with an educational program that meets modern requirements. The key factor in the learning process should be the use of interactive project-oriented educational technologies that provide certain completeness, diversity and consistency of knowledge, skills and abilities of entrepreneurs and specialists in the innovation sphere. High competition in the market of educational services, growing expectations of students make special demands on the quality of teaching materials, the development of which is a mandatory requirement for the implementation of the educational process in any educational field.

The systems of additional vocational education and corporate training to the greatest extent cover the training of personnel for the field of innovative entrepreneurship through programs of additional business education, advanced training and professional retraining, implemented based on universities, scientific and educational, training centers and other innovative infrastructure organizations. The contingent of students in innovation management is represented both by students focused on the acquisition of competencies that allow them to be in demand and competitive in the labor market, and by representatives of the scientific and educational, research and business communities, aimed at personal development and the acquisition of knowledge, skills and abilities that are adequate conditions of the modernized economy of the country. In this regard, the training of personnel for the management of innovation is, first of all, practice-oriented. However, despite the increased interest in teaching innovative management and the intensification of efforts in our country to increase innovation activity and the susceptibility of human resources

at the macro, meso and micro levels, there are several problems in this area of personnel training, namely:

1. Incomplete adaptation and integration of education systems in the direction of improving the quality, competitiveness and attractiveness of higher professional education, increasing student mobility, facilitating their employment through the introduction of a tiered training system within the Bologna process.

2. The existing imbalance between the needs of the innovation-oriented economy and the contingent reproduced by the system of professional training of personnel with the necessary competencies in the field of innovative entrepreneurship.

3. Lack of a well-built system of partnership relations between professional education and the business community for close interaction in the field of training personnel for the field of innovative entrepreneurship that meets the requirements.

4. Insufficient elaboration of the conceptual and methodological provisions of vocational training in the field of innovation management, the lack of generally accepted and approved organizational and methodological recommendations for the development of training in this area. Based on the objectively existing need to solve the identified problems and fulfill the tasks of the country's innovative development, in our opinion, the concept of developing training in the field of innovation management should be based on the essential characteristics of innovation and the innovation process:

- innovation appears as a result of decisions and actions of an entrepreneur aimed at the emergence of new types (functions) of products, works, services;

- the innovation process is a stimulating factor in scientific and technological progress and has a closed cycle that begins and ends on the market;

- the innovation process has a pronounced market-oriented character, i.e. an innovative idea is, first of all, an expression of the needs of society;

- fundamental and applied research are not separate stages of the innovation process, but the most important sources of resource for innovation.

According to some researchers, the substantive and organizational and technological concept of training professional personnel should be constantly adjusted taking into account the emergence of new conditions and needs. These include today the strategy of innovative development of the country's economy. In this regard, it is important to correctly determine the place and role of the manager in innovation processes. Taking into account the significant need of the state for a sharp increase in educated specialists in the field of innovative management, it is necessary to form a methodology, the basis of which should be the new principles of the education system in this field of education.

In our opinion, in the process of teaching management in the field of innovation, the set of principles should be adjusted taking into account the requirements of the market, state policy in the field of innovative development of the country, as well as the patterns and conditions for the development of entrepreneurship itself. The basic principles of managing business structures, fixed in the normative legal documents for the development of entrepreneurship, include:

- 1) free choice of activity;

- 2) attraction voluntarily to the implementation of entrepreneurial activities property and funds of individuals and legal entities;
- 3) independent formation of a program of activities and selection of suppliers and consumers of manufactured products, setting prices following legislation;
- 4) free hiring of employees;
- 5) attraction and use of material, technical, financial, labor, natural and other types of resources, which is not prohibited or limited by law;
- 6) free disposal of profits that remain after making payments established by law;
- 7) independent implementation by an entrepreneur - a legal entity of foreign economic activity, the use by any entrepreneur of the appropriate share of foreign exchange earnings at his discretion. The implementation of the educational process in compliance with the proposed principles should ensure the achievement of the set goals of the proposed programs, namely, the inculcation of the necessary competencies by the target audience of students.

Thus, the presented theoretical provisions for the development of professional training for the field of innovation management require further consideration of the patterns of development of the educational process in the context of the conditions imposed by the modernized national economy, substantiation of models of personnel competence in the innovation sphere and the formation of an appropriate organizational and methodological base that meets modern international requirements.

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### **МОДЕЛЬ СИСТЕМЫ МЕНЕДЖМЕНТА КАЧЕСТВА ЮРИДИЧЕСКОГО ВУЗА**

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**Аннотация.** В статье рассматриваются вопросы необходимости создания и функционирования в высшем учебном заведении юридического профиля системы менеджмента качества, что продиктовано современным уровнем