



Development of Personal Qualities and Professional Competence While Learning English for Specific Purposes

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ABSTRACT

The article focuses on the problem of the foreign language training of future specialists in different fields. The requirements of employers to young applicants for a job are analyzed. English becomes a necessary component of the professional training of future specialists and a way for developing certain skills of future specialists. The role of ESP for the development of some personal qualities, skills and professional competences is determined. The potential of certain exercises, tasks and tests is considered concerning the skills development of the future specialists in health study.

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Introduction

The problem of training highly qualified specialists in higher schools is closely associated with the needs in these specialists and the requirements to their qualification.

The researchers [1] distinguish two groups of main requirements to professionals on the modern labour market in Ukraine:

- personal qualities (abilities, inclinations, skills);
- special professional qualities (competences)

Personal qualities, in their turn, involve intellectual traits, the skills of interpersonal communication and business qualities. Special professional qualities include both general and specific professional competences.

According to the survey of 2017 [2]:

- about 48% of employers consider that a young applicant for a job must be initiative and goal-oriented;
- 64% of company managers consider high responsibility as a main trait;
- 26% of employers consider the ability to work in a team to be a top priority;
- 24% of employers focus on the applicant's ability to work independently and organize his time;
- 21% of employers consider that theoretical foundation is of paramount importance.

The main requirements to young professionals (with minimum experience and without it) are:

- competent writing language and speech;
- flexibility of thinking;
- negotiating skills, communication skills;
- presentation, analytical and organizational skills;
- the ability to prioritize;

- experience of public speaking;
- loyalty to leadership;
- ability to use time efficiently;
- ability to learn quickly;
- ability to work in terms of multitasking.

There is a category of employers oriented to the selection of candidates without experience. Typically, these are large companies with a well-established system of training and adaptation. Decisive criteria for selecting candidates are their diligence, dedication and high degree of self-organization. Large organizations have a well-developed mentoring system and career prospects provided that the trainee will demonstrate the potential and desire to grow. Therefore, such organizations are optimal for obtaining the necessary experience.

According to the number of vacancies in the country, ratings are headed by IT-companies, advertising, publishing, trade, sales, journalism, industry, tourism and car-care centers. To gain experience, young professionals often turn to information technology, commerce, sales and advertising.

Literature Review

The analysis of advice of recruiting companies or the researchers of labour market given to beginners in Ukraine shows that there are the following steps:

- determining the career goal provided the analysis of a job and qualities demanded, accompanied with critical assessment of strong and weak points and the analysis of employers' requirements to the applicants for a job;
- creating efficient, informative and brief resume, a consistent description of an applicant's purpose, experience, education, knowledge, skills and abilities;

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- writing a motivational letter describing the tasks that can be solved for the company and the tasks for personal development;
- improving knowledge of English (or other foreign language), since English proficiency significantly increases the competitiveness of a specialist in the labour market.

Researchers point out that the key competence in almost all prestigious companies is English proficiency.

According to Mike Mayer's analysis of the situation with English proficiency at the labour market [3], employers make demands on employees pointing out the following main requirements:

- basic computer skills (42%)
- writing in English (31%)
- spoken English (26%)
- reading and comprehension in English (17%)
- mathematics, calculation (15%).

Employees, in their turn, consider English as the key point of their career. English is an important factor of professional development for 92% of employees; however, only 7% of them can effectively communicate in the workplace. Job promotion is the key factor to learn English for 39% of employees in Europe, 45% - in South America, 71% - in China, 42% - other Asian countries.

At the same time, Mike Mayer stresses that [3]:

- 68% of the world business, which experience was studied, assesses their employees' English competence level;
- 31% of employers find that job applicants have not necessary writing skills in English;
- 7% of employees feel that they can effectively communicate in English as a foreign language on the workplace;
- 91% of the world business, which experience was studied, considers that the company will benefit if its employees communicate in English;
- 17% of the world business finds that job applicants have not necessary reading skills in English.

Foreign-language training of future professionals of different specialties is of particular importance at the present stage of development of Ukrainian society. At the same time, English becomes a necessary component of professional training of future specialists, as well as a way of developing their certain skills.

Analyzing modern requirements of employers to specialists, a number of necessary skills that are formed and developed in the process of studying a foreign language and a foreign language of professional orientation are found, namely:

- the ability to acquire new skills;
- critical thinking;
- ability to analyze;
- responsibility;
- self-organization;
- ability to solve problems;
- creativity;
- flexibility;
- mobility, etc.

The impact of learning English for Specific Purposes by the students of "Health Study" speciality on forming and developing necessary personal qualities and professional skills is considered. Both content of the subject and the organization of the learning process, control and assessment of the students' knowledge and skills have a great potential for the development of some skills and competences. The curriculum of the subject "English for Specific Purposes" was developed and learning materials were selected to provide the task solution for the study of ESP for the students of "Health Study". Some tasks and exercises from the developed textbook "English for the students of "Health Study" [4] are analyzed in order to determine, the formation and development of what personal qualities and professional skills they can facilitate taking into consideration the exercise purpose, performance and potential. Table 1 shows exercise and task potential concerning the development of some skills and qualities.

Materials and Methods

Table 1. The Development of Personal Qualities and Professional Competence by Means of ESP Tasks and Exercises.

Task	Development of personal qualities	Development of professional competences
1. Read the text "Specific Training" and discuss it with your friends	<i>Personal traits:</i> analytical thinking, ability to perceive new things. <i>Skills of interpersonal communication:</i> ability to ask questions, ability to listen to, attentiveness to the interlocutor, politeness. <i>Business qualities:</i> initiative, enthusiasm, quick response to the problem.	<i>Perception of corporate culture:</i> ability to work in a team, restraint, nonconflict nature. <i>Specific for a certain type of activity:</i> understanding the problems of training process, knowledge of factors and effects of exercises on the human body. <i>Basic competences:</i> English proficiency (lexical, phonetic and grammatical skills, as well as reading, speaking and listening skills).
2. Imagine that you are a fitness instructor. Tell about the main aspects of physical fitness analyzing and giving advice to your students.	<i>Personal traits:</i> general education, one's own opinion, erudition, flexibility of mind. <i>Skills of interpersonal communication:</i> clear thinking, ability to communicate ideas clearly. <i>Business qualities:</i> enthusiasm, organization, self-confidence, ability to analyze.	<i>Perception of corporate culture:</i> recognition of the values of other people, tolerance to differences, diplomacy. <i>Specific for a certain type of activity:</i> understanding the components of physical fitness, knowledge of the physiological characteristics of the human body, knowledge of factors and effects of exercises on the human body. <i>Basic competences:</i> English language skills (lexical, phonetic and grammatical skills, as well as monologue speaking skills).
3. Make an annotation of the article "Health Club" by Blair, S. N. (from "Physical activity")	<i>Personal traits:</i> general education, analytical thinking, erudition, one's own opinion. <i>Skills of interpersonal communication:</i> clear writing, ability to communicate information clearly. <i>Business qualities:</i> organization, discipline, ability to analyze, self-control.	<i>Perception of corporate culture:</i> ability to work constructively <i>Specific for a certain type of activity:</i> knowledge of the work of health clubs, duty peculiarities of personnel, available equipment and physical activity effect on the human body. <i>Basic competences:</i> English language skills (lexical, phonetic and grammatical skills, as well as writing skills).
4. Make up a dialogue "Two friends at the gym" and dramatize it with your partner.	<i>Personal traits:</i> speed of thinking, ingenuity, innovation, erudition; <i>Skills of interpersonal communication:</i> readiness for interaction, clear oral statement of thoughts,	<i>Perception of corporate culture:</i> ability to work in pairs, recognition of common interests, tolerance, nonconflict nature, ability to obey. <i>Specific for a certain type of activity:</i> knowledge of the work of

	ability to communicate information clearly, ability to listen to the interlocutor. <i>Business qualities:</i> responsibility, organization, discipline, diligence.	health clubs, available equipment and exercise effect with and without special sports equipment. <i>Basic competences:</i> English language skills (lexical, phonetic and grammatical skills, as well as dialogue speaking and listening skills).
5. Look at photos 1-4. What do you think a typical day is like for each sportsman?	<i>Personal traits:</i> analytical thinking, the speed of thinking, ingenuity, general education. <i>Skills of interpersonal communication:</i> clear oral statement of thoughts, ability to communicate information clearly, attention. <i>Business qualities:</i> ability to analyze, organization, diligence.	<i>Perception of corporate culture:</i> recognition of the values of other people, ability to work constructively. <i>Specific for a certain type of activity:</i> understanding the components of physical fitness, knowledge of human physiological characteristics, knowledge of the peculiarities of various sports. <i>Basic competences:</i> English language skills (lexical, phonetic and grammatical skills, as well as monologue speaking skills).
6. Imagine that you are a personal trainer at the Health Club. Work out a program of flexibility training for your client.	<i>Personal traits:</i> general education, one's own opinion, analytical thinking, ability to see the problem, erudition. <i>Skills of interpersonal communication:</i> clear oral statement of thoughts, ability to communicate information clearly, attentiveness in communicating with clients. <i>Business qualities:</i> responsibility, purposefulness, ability to analyze.	<i>Perception of corporate culture:</i> recognition of the values of other people, diplomacy, ability to compromise, restraint. <i>Specific for a certain type of activity:</i> knowledge of the physiological features of the human body, the features of joints, the features of motor exercises, the effects of exercises on the human body using equipment and without it. <i>Basic competences:</i> English language skills (lexical, phonetic and grammatical skills, as well as speaking and writing skills).

Results and Discussion

Besides certain system of exercises and tasks, test performance also facilitates the development of personal qualities and professional skills (competences). Tests are performed during semesters as a current form of control and at the end of semester as a final form of control. Testing as other control forms of knowledge and skills, is known to perform a number of functions, namely: control, educational, training, organizational, developing and methodical ones. The most important function of testing and assessing knowledge and skills is control one. However, if testing and assessing students' skills are organized in a proper way, they contribute to not only the objectives of control but also education, training and development of students.

A set of tests was designed for the purpose of current and final control covering the content of professionally oriented material. The tests involve multiple choices, substitution, reading comprehension, listening comprehension, checking grammar skills, checking writing skills, etc. The examples of the tests are the following:

1. Complete the sentences about physical fitness with a, b or c.
2. Complete the sentences about aerobics with the word in the box.
3. Match the definition concerning fitness (1-10) with the notion (a-j):
4. You are going to read about strength training. Some sentences have been removed from the text. Choose a sentence, which fits each gap.
5. You will hear an instructor talking about the effect of swimming. For questions (1-10) complete the sentences.
6. Look at the photograph of a special kind of training and describe it.
7. Complete the text with the correct form of the verb in the box.

Test performance, correction and analysis by the students are important and complex operations implementing certain functions and developing students' personal qualities and skills, promoting, in their turn, the development of students' special professional qualities (competences), namely:

- analytical thinking
- critical thinking
- speed of thinking
- clear thinking
- attention
- erudition
- desire for self-improvement

- responsibility
- persistence
- organization
- diligence
- self-control, etc.

Conclusions

Thus, while training professionals in different fields, higher schools should consider the requirements of employers to the applicants for a job at the labour market of the country.

At the present stage of the society's development, the most important current objective of a higher school is to develop necessary personal qualities and professional skills of future specialists rather than to prepare them to their future speciality.

The analysis of employers' requirements to job applicants shows that one of the most important components of the professional training of future specialists at the current stage of the society's development is foreign language proficiency.

The ESP discipline ("Professionally-Oriented Foreign Language") has a great potential as to the formation and development of important personal qualities and professional competences of future specialists.

Thus, English as a foreign language is both an important component of professional training of future specialists and a means of the development of certain skills of future specialists. Both discipline content and the organization of learning process, the control and assessment of skills have the potential for the development of students' personal qualities and their professional competences.

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