

заняты 6844 чел. (25,8 %), в секторе коммерческих организаций (предпринимательском) — 16 673 чел. (62,95 %), а в секторе высшего образования — 2964 чел. (11,2 %) [3]. Распределение числа организаций, выполнявших научные исследования и разработки, по секторам деятельности также показывает преобладание коммерческих организаций в предпринимательстве. При этом из 454 организаций (100 %) 286 представляют предпринимательский сектор (62,9 %), 93 — государственный сектор (20,48 %) и 72 — сектор высшего образования (15,8 %) [3]. Преобладание предпринимательского сектора среди численности персонала, занятого научными исследованиями, а также среди научных организаций требует создания соответствующих условий со стороны государства для его дальнейшего развития. Среди них важнейшими являются: 1) построение инновационной стратегии коммерческих организаций с учетом национальной инновационной стратегии; 2) выделение инвестиционных ресурсов государства на инновационную деятельность коммерческих организаций на конкурсной основе с учетом государственной значимости, а также оценки экономической и социальной эффективности и рисков инновационных проектов; 3) смешанное финансирование проектов государственно-частного партнерства; 4) стимулирование инновационной предпринимательской деятельности за счет предоставления налоговых, кредитных и других льгот.

Источники

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INTELLECTUAL CAPITAL MANAGEMENT IN THE INNOVATIVE EDUCATIONAL PROCESS

In the conditions of modern world, constantly changing external environment, the ability of the company's specialists to generate new ideas, make unconventional management decisions, develop and implement effective innovations of various kinds is becoming increasingly important.

The large-scale dissemination of new technologies, both in breadth (covering all new production and activities) and in depth (concerning all parts of one production process), leads to the fact that progressive knowledge and original management decisions based on them are acquiring a fundamentally new meaning [1].

At the same time, the process of generating ideas and making decisions is a purposeful activity on the development, implementation, adjustment and commercialization of innovations. Experts call such an innovative activity that allows companies to withstand tough competition and be profitable in modern conditions [2].

The relevance of the research is related to the fact that the formation of the intellectual capital of a company is necessary and possible through the development of network

cooperation with higher education institutions, in the process of obtaining higher education with appropriate organization of work and the creation of certain conditions in the educational environment [3].

The purpose of the study was to consider a set of conditions conducive to the formation and development of intellectual capital. Based on this goal, in the process of work the following tasks were solved: to consider the impact of professional standards on the process of forming requirements for graduates to determine the list of modern pedagogical technologies and forms of independent work of students, allowing them to develop analytical thinking, to solve modern managerial tasks; propose forms of interaction with employers in which it is possible to build the process of training specialists as efficiently as possible, taking into account the required competencies consider the possibility of using in the educational process the theory of situational leadership for the «cultivation» of future leaders. Today, an employer is interested in an employee who possesses abilities, knowledge, experience, competencies, relationships, and connections — that is what forms the intellectual capital of a company [4]. We see the solution to this problem in the quality training of future specialists in higher education, the components of which, in our opinion, are the following provisions. Firstly, it is necessary to build an educational process in higher education on the basis of a system of professional standards that are now widely implemented in the practice of human resource management. Secondly, it is necessary to use modern pedagogical technologies that are aimed at the development of analytical thinking, non-standard solution of professional tasks, abilities for self-organization, self-education, constant improvement of their intellectual level, striving to implement the “life-long education” model. Thus, in the educational environment it is necessary first of all to create conditions that will allow students to obtain relevant knowledge, skills and build competencies that are in demand in the current situation on the labor market. In addition, the educational process and the pedagogical technologies used in the work will create an innovative worldview based on an understanding of the value of self-education, self-education and self-development in order for a specialist to reach the heights of professional excellence and personal development.

References

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