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ПРАВОВОЙ АСПЕКТ В СТРУКТУРЕ ПРОФЕССИОНАЛЬНОЙ КОМПЕТЕНТНОСТИ МЕНЕДЖЕРОВ

Ключевые слова: компетенции менеджеров, правовые дисциплины, правовое образование, правовая культура.

Основу формирования профессиональных компетенций выпускников-менеджеров составляют объективные потребности общества в квалифицированных кадрах интегративного типа, являющиеся компетенциями, профессионально мобильными, способными в короткое время овладеть новыми знаниями и быстро перестроить свою профессиональную деятельность в соответствии с потребностями рынка труда. Новизну данной тенденции подтверждает и тот факт, что знания о праве и умения квалифицированно пользоваться законом стали абсолютно необходимы сегодня работникам управленческого профиля.

В этой связи следует отметить позитивный опыт реализации Федеральной программы подготовки управленческих кадров для организации народного хозяйства Российской Федерации, получившей название «Президентская программа» [1]. Теоретическая часть Президентской программы предполагает получение системы необходимых знаний о функциональной деятельности современного конкурентоспособного предприятия, включая изучение достаточной совокупности правовых норм, регулирующих различные виды отношений, в которые вступают организации.

Следовательно, работа менеджера в современных условиях требует не только специальных знаний (маркетинг, менеджмент, анализ финансовой деятельности, управление персоналом), но и юридических (по правовым вопросам управления). И это должны быть знания не только трудового права (чем на практике и ограничиваются подчас познания руководителей в правовых нормах), но и гражданского права – при заключении и организации учета исполнения хозяйственных договоров, налогового права – при выработке учетной политики предприятия, валютного и таможенного законодательства – при совершении экспортно-импортных сделок. Принципиальная позиция автора настоящей статьи состоит в том,

что выпускники-менеджеры обязаны иметь высокий уровень компетенций как в области управления, так и в области правового регулирования общественных отношений. Как этого достичь?

Проблеме повышения правовой грамотности, способствующей совершенствованию профессиональной подготовки управленцев, уделено внимание в работах Ю. Малавиной [2], С. Крайцова [3] и других ученых и практиков.

Ориентация на современную модель подготовки специалистов-менеджеров предопределяет для вузов необходимость уделять достаточное внимание правовому образованию при разработке основной образовательной программы (ООП). Последовательное и непрерывное освоение правовых знаний, умений и навыков, осуществляемое согласно логике «от простого к сложному», «от общего к частному», способствует осуществлению структуризации проектируемой системы правовой подготовки, которая лучшим образом соответствует установленным целям и критериям, заложенным в ФГОС ВПО, учебном плане, рабочих программах.

В новом поколении ФГОС ВПО по направлению «Менеджмент» [4] предусмотрена только одна правовая дисциплина «Правоведение» в базовой части гуманитарного, социального и экономического цикла. Общекультурная компетенция (ОК), имеющая правовую составляющую, определена в ФГОС исследуемого направления подготовки как умение использовать нормативные правовые документы в своей деятельности (ОК-9). Формирование этой компетенции, прежде всего, должно реализовываться через дисциплину «Правоведение», в рамках которой рассматриваются определенные аспекты понятия права. Это означает, что в результате ее изучения студенты должны иметь представление об основных отраслях права Российской Федерации; знать основные положения Конституции РФ, права и свободы человека и гражданина, механизмы их реализации;

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