

## ANNOTATION

The dissertation work of Sankhayeva Aliya Nurmagambetkyzy “Preparation of future teachers for corporate governance in the Education system”, submitted for the degree of Doctor of Philosophy (PhD) in the specialty 6D010300 - Pedagogy and Psychology

**Relevance of the dissertation research.** In the modern period of global changes in the world, connected with new technological achievements and the introduction of innovations, accelerated development of information technologies and the mobility of human resources, education and science should be go in the foreground of transformations. Market relations, which have a direct impact on the education system, require a different approach to management activities, where corporate governance comes to the fore.

In the Address by the First President of the Republic of Kazakhstan N.A.Nazarbayev to the people of Kazakhstan “Strategy Kazakhstan-2050”: new political course of the established state”, the relationship between a developed competitive state and a highly educated nation is noted. Consequently, in the modern conditions of the transition to a new level of education, the question of training a teacher who is able to work fruitfully and be competitive in the international labor market.

The creation of a modern effective education system in Kazakhstan is one of the important conditions for achieving the strategic goal set by N.A. Nazarbayev for entering the top thirty developed countries of the world. Therefore, as noted in his article “Looking into the future: modernization of public consciousness”, it is necessary to concentrate, change oneself and, through adaptation to changing conditions, take the best of what the new era carries.

The issue of affordable and quality education is raised in the Address of the Head of State Kassym-Jomart Tokayev to the people of Kazakhstan “Kazakhstan in a new reality: time for action” dated September 1, 2020, which indicates the need to form competencies in demand in the labor market, where the stake will be made on the formation of a new waves of entrepreneurs. Entrepreneurship, as a driving force for the development of modern society, is an integral part of corporate governance.

Ensuring the high status of the teaching profession and the modernization of pedagogical education are also highlighted in the State Program for the Development of Education and Science of the Republic of Kazakhstan for 2020-2025, where one of the topical issues is to increase the transparency and efficiency of the education management and financing system, great attention is paid to increasing openness, accessibility of information, which should be provided to all stakeholders in an open, complete, timely and understandable form, the need to develop collegial governing bodies is noted to increase the efficiency and transparency of the activities of educational organizations, and a significant role is assigned to the transition to per capita financing, which contributes to attracting private business to educational institutions, which talks about the transition from autonomous governance to corporate governance. Thus, a timely response of

higher education to the dynamics of changes in society and the implementation of training of teaching staff for new conditions, namely, for corporate governance in the education system, is necessary.

Also, the democratic nature of education management, the transparency of the education system are noted in one of the principles of state policy in the field of education, the Law of the Republic of Kazakhstan “On Education”. Article 44 of the second chapter of this document “Management of the education system” highlights the principles of one-man management and collegiality, on the basis of which the management of educational organizations is carried out in accordance with the legislation of the Republic of Kazakhstan. The forms of collegial management of an educational organization can be a council (academic council) of an educational organization, a board of trustees, pedagogical, methodological (educational and methodological, scientific and methodological) councils and other forms, the standard rules for organizing the work of which, including the procedure for their election, are approved by the authorized body in the field of education. At the same time, one of the tasks of the education system (Article 11, paragraph 7) is to expand the autonomy, independence of educational organizations, democratize education management, which indicates the main features of corporate governance and the need for its implementation.

According to the Plan of the Nation, Kazakhstan provides for a phased expansion of the academic and managerial independence of universities, taking into account the experience of Nazarbayev University, as well as the transformation of private universities into non-profit organizations in accordance with international practice. Within the framework of the academic and managerial freedom of universities in the Republic of Kazakhstan, the main emphasis falls on the introduction of corporate governance principles into the education system.

Consequently, the state policy of Kazakhstan in the field of education is a set of measures that also include the education management system.

Educational institutions have become full-fledged participants in market relations, which changes the approaches to their management. The availability of a development strategy, the efficiency of functioning in the educational services market, competitiveness, the development of modern technologies and the introduction of advanced methods of human resource management are becoming relevant.

In a planned economy, a rigid administrative system made it possible to achieve good results. In the modern period, we have a market economy in Kazakhstan, in which the presence of a rigid administrative system of management leads to contradictions. To have good results in education, it is necessary either to return to a socialist economy and work in a rigid administrative system, or to develop in a market economy and move to a decentralized education management system. New socio-economic relations emerging in the educational environment presuppose the use of corporate governance.

As a result, the state policy in the field of education leads to such a phenomenon as the formation of corporate governance of an educational institution, which allows an educational institution to be an active subject in the

educational services market. In addition, there is a tendency to link educational institutions with industrial or financial corporations.

The theory and practice of corporate governance began to take shape in the 80s years XX century. After analyzing the features of the modern era and the two preceding ones, we can conclude that in the XIX century the engine of economic development was entrepreneurship, in the XX – management, and in the XXI – corporate governance.

Thus, in the 21st century, corporate governance is becoming the engine of economic development. This is a continuously improving synthesis of theory and practice, analysis and intuition, functional knowledge and the ability to lead subordinates, the ability to work fruitfully with colleagues, students, parents and other educational institutions, as well as to maintain the interest of all participants in the educational process in achieving common goals.

Improving the management of the education system involves the creation of collegial management bodies in educational institutions, which emphasizes the need to implement the principles of corporate governance: collegiality in management, independence in the implementation of activities, accountability for performance results, transparency of activities, responsibility, fairness. The preparation of teachers and the administration of an educational institution for the implementation of corporate governance is becoming a condition for the successful development of the educational system of Kazakhstan.

Various aspects of preparing future teachers for professional activities are reflected in the studies of O.A.Abdullina, A.B.Abibulayeva, K.B.Adanov, S.I.Arkhangelsky, A.I.Akhmetova, Y.K.Babansky, A.Zhunusbekova, A.A.Kalyuzhny, N.V.Kuzmina, A.A.Moldazhanova, A.I.Piskunov, V.I.Proskurina, A.I.Ruvinsky, A.P.Seiteshev, V.A.Slastenin, G.E.Utyupova, A.I.Shcherbakova, N.D.Khmel, L.A.Shkutina.

The science of management in the education system was developed both at the works of Kazakh scientists: K.Z.Aganina, T.M.Baymoldayev, A.A.Zhaitapova, S.M.Kalanova, B.A.Koishibayev, N.D.Khmel and others. And at Russian scientists: Y.V.Vasiliyev, K.Y.Vazina, V.I.Zvereva, Y.A.Konarzhovsky, V.S.Lazarev, M.M.Potashnik, P.I.Tretyakov, R.H.Shakurov, T.I.Shamova and others.

After analyzing the scientific literature on the research problem, it can be noted that the theoretical and practical study of corporate governance in the education system is insufficient, since the concept of corporate governance is mainly disclosed from an economic point of view and presupposes a system of relationships that develops between management companies and their owners, shareholders and other persons interested in the efficient operation of the company.

So the formation and development of corporate governance was laid in such international research centers as Columbia University (USA), Higher School of Economics (UK). Among the studies, one can highlight the works of I.Ansoff, A.Radigin, R.L.Ackoff, A.A.Berle, M.C.Jensen, G.Johnson, S.Malone, G.C.Means, W.H.Meckling, J.W.Nystrom and others devoted to the disclosure of theoretical and practical provisions, principles and methods of corporate

governance.

Also, the problem of corporate governance is reflected in the scientific works of domestic and Russian researchers, such as: U.A.Abuyev, A.A.Azhmukhamedova, N.T.Baykadamov, A.T.Bayakhmetova, I.Y.Bocharova, P.G.Vorontsov, R.A.Zhasarova, G.E.Zhunisova, O.M.Kostyuk, N.V.Nikiforova, I.S.Pens, E.I.Rukshina, A.T.Rustemova, K.A.Sagadiyev, K.M. Tireuov, R.I.Tricker, A.Z.Turegeldinova, E.B.Tyutyukina, S.A.Filin, S.A.Furs, Y.M.Chebotar, A.P.Shikhverdiyev, O.A.Yanovskaya.

Preparing future teachers for corporate governance in the education system will enable educational institutions to function successfully in a market economy, and will also contribute to the effective solution of professional problems in the interests of the educational institution, taking into account the current and future needs of the state.

Certain problems of corporate governance in the field of education are disclosed in the works of Kazakh scientists: A.A.Altaybek, D.N.Bilyalov, E.V.Kolos, A.K.Omarbekova, M.K.Orunkhanov, A.M.Rakhimzhanov; Russian scientists: V.V.Bloshko, O.I.Gorbatko, O.A.Glushchenko, S.G.Kirov, M.Y.Kozlov, L.A.Naumova, L.V.Serykh.

A comprehensive study of the works of foreign and domestic scientists has shown that almost all of them are aimed at studying corporate governance in the field of economics, and the study of corporate governance in the education system concerns only the formation of corporate culture and corporate governance in higher educational institutions. Despite the high importance of issues related to the organization and development of corporate governance in the education system, it has not yet received sufficient coverage in the scientific literature.

Thus, the relevance of this study is due to the need to resolve the **contradictions** that appear in the process of preparing future teachers for corporate governance in the education system:

- between the need of the education system for specialists prepared for the implementation of corporate governance and the insufficient development in psychological and pedagogical science of theoretical, methodological, organizational and practical approaches to understanding the essence of training future teachers for corporate governance in the education system;

- between the need to form corporate competencies among students of pedagogical specialties and the insufficient development of scientific and methodological support, based on the selection of appropriate content, of the pedagogical system for preparing future teachers for this type of management.

The need to resolve these contradictions and the search for scientifically grounded ways to solve them determined **the problem** of our research: the development of an effective, scientifically grounded pedagogical system for preparing future teachers for effective functioning under the conditions of corporate governance of the education system.

Taking into account the relevance and insufficient elaboration of this problem, we have determined the topic of the dissertation research: "Preparation of future teachers for corporate governance in the Education system".

**Object of research:** educational process of a higher educational institution.

**Subject of research:** training students of pedagogical specialties for corporate governance in educational institutions.

**The purpose of the research:** theoretical substantiation and development of a pedagogical system aimed at preparing future teachers for corporate governance in the education system.

**Research hypothesis:** if you theoretically substantiate, develop and implement a pedagogical system, then this will help to increase the level of training of future teachers for corporate governance, because this will ensure the purposeful formation of knowledge, skills and abilities in the field of corporate governance, as well as corporate competencies necessary for the implementation of effective interaction of all participants in the educational process.

In accordance with the purpose and hypothesis of the study, the following **tasks** were set:

1. To identify the prerequisites and the current state of the development of corporate governance in the education system.

2. To design the structure of corporate governance in the education system, clarify the content of the concept of "corporate governance in the education system".

3. To develop a pedagogical system for preparing future teachers for corporate governance in the education system.

4. To check in experimental work the effectiveness of the pedagogical system aimed at preparing future teachers for corporate governance in the education system.

**The main idea of the research** is that the preparation of future teachers for corporate governance in the education system will contribute to improving the quality of modern education management, the formation of corporate competencies of a future specialist, professional and personal potential, which will make him able to interact in market conditions with all stakeholders of educational process.

**The methodological and theoretical basis of the research** was made up of: the theory of activity, the theory of a holistic pedagogical process, the theory of student-centered learning, provisions on corporate governance as a way of managing a company, theoretical and practical research in the field of modern pedagogical management, the concept of personality development of a future teacher in a holistic pedagogical process, the main provisions of the theory of teaching and the theory of education in higher education.

**The research methods** were chosen taking into account the formulation of the tasks to be solved, based on the characteristics, the assumptions under study and include: theoretical analysis of scientific, educational and reference literature, legislative acts and regulations of the Republic of Kazakhstan, pedagogical experiment, survey methods, diagnostic techniques, methods of statistical data processing and others.

**Sources of research:** scientific works of philosophers, teachers, psychologists, economists on the problem under study; research materials on corporate governance, as well as on governance in the education system; periodicals;

legislative and regulatory documents of the Republic of Kazakhstan; reference manuals and educational literature; the annual Address of the President of the country to the people of Kazakhstan; educational documentation of the university; the applicant's pedagogical experience.

**Research stages and research procedure:** The research was carried out in three stages.

**The first stage (2017-2018).** Theoretical analysis of philosophical, economic and psychological-pedagogical literature on the research problem; justification of the relevance of the study; definition of the object, subject, goal, hypothesis and research objectives; analysis of the current state of training future teachers for corporate governance in the education system; clarification of basic concepts; organization and conduct of the ascertaining experiment with the analysis and generalization of observation and survey research methods.

**The second stage (2018-2019).** Justification of the structure of corporate governance in the education system; development of a pedagogical system for preparing future teachers for corporate governance in the education system; organizing and conducting a formative experiment with the systematization and generalization of theoretical and practical materials on the research problem.

**The third stage (2019-2020).** Implementation of mathematical and statistical data processing; analysis of experimental work; determination of research results; formulation of conclusions and recommendations; editorial design of the dissertation research.

**Research base:** the pedagogical faculty of the Karaganda University named after academician E.A. Buketov.

**Scientific novelty and theoretical significance of the research:**

- the prerequisites and the current state of the development of corporate governance in the education system have been determined;
- the structure of corporate governance in the education system has been designed, the content of the concept “corporate governance in the education system” has been clarified;
- the pedagogical system has been developed for preparing future teachers for corporate governance in the education system;
- the effectiveness of the developed pedagogical system in experimental work has been determined.

**The practical significance of the study:**

- the special course “Fundamentals of corporate governance in the education system” and its methodological support were developed and tested in the pedagogical process of the university: the curriculum (SYLLABUS), electronic lectures (contract № 3484 of 21.08.2019), slide presentations (contract № 3488 of 21.08.2019, № 3489 dated 21.08.2019); electronic study guide “Fundamentals of corporate governance in the education system”, for which the author’s certificate was received (№ 6192 dated 01.11.2019);
- developed and tested the training “Corporate competence of a teacher”;
- developed and implemented guidelines for teachers on the organization and conduct of the training “Corporate competence of a teacher”;

- the textbook “Modern pedagogical technologies” and the electronic textbook “Modern pedagogical technologies” were published and introduced, for which an author’s certificate was received (№ 5757 dated 11.10.2019) to help in organizing training sessions.

**The main provisions of the research submitted for the defense:**

1. Scientific and theoretical foundations of corporate governance, preconditions and current state of corporate governance in the education system.

2. The structure of corporate governance in the education system, including the principles, code, functions, culture of corporate governance, which regulate the activities of stakeholders. This made it possible to clarify the content of the concept of “corporate governance in the education system” and consider it as a system of interaction between the head, managers of an educational institution and the state, as well as internal and external stakeholders, on issues aimed at ensuring the effective operation of an educational institution, taking into account the needs of the state and all stakeholders, with agreed goals and maintaining a balance of interests between them.

3. The pedagogical system for preparing future teachers for corporate governance in the education system, which is a set of interrelated components: target, meaningful, procedural, effective, as well as approaches, functions, principles, conditions necessary to create an organized, purposeful, pedagogical influence on personality formation.

4. The results of experimental work, confirming the effectiveness of the pedagogical system of training future teachers for corporate governance in the education system.

**Approbation and implementation of research results:** the main results of the dissertation research were presented:

- in the materials of the republican scientific and practical conference: Kazakhstan - the territory of peace and harmony (Karaganda, 2018);

- in the materials of the international scientific-practical conference of the near abroad: Development of the cultural and educational environment as a factor of personal self-realization (Russia - Moscow, 2018, 2020);

- in the materials of international scientific and practical conferences from far abroad: Kluczowe aspekty naukowej działalności - 2018 (Poland - Przemysl, 2018); International scientific review of the problems of philosophy, psychology and pedagogy (USA - Boston, 2018); General question of world science (Belgium - Brussel, 2019);

- in the materials of international scientific and practical conferences in Kazakhstan: Preschool education in modern Kazakhstan and the global educational space (Karaganda, 2017); Updating the content of education in the context of modernizing public consciousness (Karaganda, 2018); Science and Modernity (Semey, 2019);

- in scientific journals recommended by Committee for Control in the Sphere of Education and Science MES RK: Bulletin of KazNPU named after Abai, series “Pedagogical Sciences”, 2018; Gumilyov ENU Bulletin, series “Pedagogy. Psychology. Sociology”, 2018; Bulletin of Karaganda University, series

“Pedagogy”, 2018; Bulletin of Kazakh State Women's Pedagogical University, series “Pedagogy”, 2019;

- in journals included in the information base “Scopus”: Opcion, 2019; Journal of Advanced Pharmacy Education & Research, 2020;

- in other journals in Kazakhstan and abroad: Zamanaoui bilim = Modern education (Karaganda, 2018); Talent Development and Excellence (Saudi Arabia, 2020), Elementary Education Online (Turkey, 2021);

- at methodological seminars and meetings of the department of preschool and psychological and pedagogical training of the Karaganda University named after academician E.A. Buketov.

Published 2 electronic textbooks, 1 study guide, 1 methodical recommendations.

**The reliability and validity of the results** is ensured by the variety of sources used; the use of a complex of scientific and pedagogical research methods adequate to the goals and objectives of the dissertation; systematic and phased work; the introduction of the main provisions of the research into pedagogical practice, the correspondence of the experimental work to the logic of the research.

**The structure of the thesis.** The thesis is presented on 151 pages, consists of an introduction, two sections, a conclusion, a list of used sources and applications. The thesis has 6 appendices. The work contains 52 tables and 7 figures. The list of sources used includes 190 sources in Russian, Kazakh and English.

**The introduction** substantiates the relevance and choice of the research topic; the object and subject of research is determined; the goal, hypothesis, tasks of scientific research, the leading idea are formulated; methodological and theoretical basis of the research, methods and sources of research are presented; stages and research procedure are determined; the base of the study is noted; substantiates the scientific novelty and theoretical significance, the practical significance of the research; reveals the main provisions of the research submitted for defense; contains information on approbation and implementation of research results, reliability and validity of the results; the structure of the thesis is given.

The first section of the dissertation “**Scientific and theoretical foundations of training future teachers for corporate governance in the education system**” analyzes the literature in order to identify the prerequisites and current state of training teachers for corporate governance; reveals the essence of corporate governance in the education system, its structure uniting all participants in the educational process, their governing bodies, as well as the public, business structures, investors taking part in the management of an educational institution, taking into account the procedures and mechanisms of interaction that are regulated by the principles, code, functions corporate governance; models; basic concepts (corporation, corporate governance, corporate governance in the education system, corporate identity, corporate competencies, corporate culture, Supervisory Board, Board of Trustees, stakeholders, etc.). In this section, the developed pedagogical system for preparing future teachers for corporate governance in the education system is substantiated; the dynamic nature of the pedagogical system is reflected through the phased implementation of interrelated



components: target, meaningful, procedural and effective. The system of meters and diagnostic tools for the level of training of future teachers for corporate governance in the education system are described.

The second section “**Experimental work on preparing future teachers for corporate governance in the education system**” presents the organization and research methods that determine the initial level of training future teachers for corporate governance in the education system (ascertaining experiment); analysis of the implementation of the pedagogical system, taking into account the functions, principles, approaches, as well as the conditions that were developed for its implementation (formative experiment); substantiates the results of experimental work, proving the effectiveness of the functioning of the developed pedagogical system in the educational process of the university in preparing future teachers for corporate governance in the education system (control experiment).

In **the conclusion**, the main results of the study, the conclusions of the dissertation research, and recommendations are given.

**The appendix** offers research materials, copyright agreements, certificates, an act of implementation, revealing the stages of experimental work.