



During the introduction of information technology and software in educational administration to determine the optimal conditions for automating job management process of the participants to help organize and raise managers' work, their deputies, secretaries, teachers, psychologists, social workers, librarians. A constant work of teachers "to improve his identity as professionals is to adapt their individual and unique features to the requirements of educational activities for continuing professional competence and continuous improvement of ethical and other social characteristics of personality" [2, p. 12]. One of the most important requirements of the teacher is the possession of information and communication technologies.

Experience of modern information technology in teaching practice shows that nowadays there is a real opportunity to overcome the resistance of the supporters of traditional forms of teaching by implementing computer technology and teaching materials. IT will surely influence improving the quality of self-education and pedagogical work. Nevertheless, in the era of information society many teachers still have a low level of information culture and need skills to use computers. In this context of information technology in improving the qualifications of not only young professionals, but also experienced teachers will ensure their continued creativity and professional self-determination, allowing them to transfer their own experience with children using traditional and information learning technologies.

Thus, the development of IT has become the impetus for the deployment of the educational process, providing improvement of modern teacher as a user of new information technology training to achieve a new quality of education.

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REFORMING THE EMPLOYEES RETIREMENT SYSTEM IN UKRAINE

The situation in the economic and social spheres in Ukraine is complicated, for the most part because of demographic changes in population structure caused by the constant decrease of natality, dura-



tion of life of the people and the growing number of pensioners. All these factors cause the keen require for pension reform. In this term, the actual task of science and practice of public administration is the further study and analysis of existing problems in reforming the Employees Retirement System in Ukraine (ERSU) and definition of the major directions of their solution.

We should admit, that many national and foreign scientists and practitioners examine different aspects of reforming the Employees Retirement System in Ukraine. Such scientists as O. Vasilchenko, G. Kowalska, P. Matvienko and others contributed to the study of these issues. However, this subject requires further study because of a large number of unsolved problems and the keen social need of developing the effective pension system.

Therefore, we distinguish the aim of the article in making a brief analysis of the current process of pension system reformation in Ukraine and reviewing the problems of pension system functioning. The ERSU is known to be the main component of social security the level of pension provision depends on the state of national economy and the state of social processes regulation [6]. One-level model of pension provision, based on principles of generation solidarity formed historically. Unfortunately, under the modern circumstances such system is inefficient and unable to prevent the spreading of poverty among older people. According to international experience, reforming such pension system is a vital thing [4].

The future Employees Retirement System of Ukraine provides the following pension model:

The first level – the reformed system, based on generation solidarity – a system of pension payments from current revenues to the Employees Retirement Fund, provides a guaranteed minimum income to all the pensioners. All working citizens and their employers pay the Contributions to the ERF. A pension depends on the size of wages and insurance experience.

The second level is a system of accumulation pension accounts within the compulsory state pension insurance. According to it, every worker or his employer reserves money on the personal accumulation pension account of a worker. Income on the accounts will become property of citizens. The capital will be transmitted or invested in economy with the



aim of getting investment income payments by the insured persons. Accumulated in such a way sums add to the pensions of the first level.

The third level – the system of voluntary pension insurance – is based on the principles of voluntary participation of citizens, their employers and their associations in forming pension accumulation with the aim of obtaining pension payments by the citizens. The function of supervision of investment and payment of the accumulated resources is executed by non-state pension funds. Non-state pension provision is realized by pension funds, insurance companies, banking institutions [7].

Thus, the reformed Employees Retirement System of Ukraine provides the combination of three levels of pension provision. The first and second levels are treated to be compulsory components of pension provision; while the third one is voluntary. According to our research, we can conclude that an efficient Employees Retirement System makes a great impact on social and economic development. For that reason, the main task of the state in the period of socially oriented market economy formation is the foundation of the effective pension provision system. That is why solution of the current problems of pension provision not only contributes to the total welfare of our population, but also creates a powerful source of investment in Ukraine, which is more than ever topical at present [5].

Thus, the Employees Retirement System reforming is able to help in strengthening the financial stability of the pension system, to enlarge the amount of pension payment, to ensure social justice by keeping the principles of the generation solidarity based system, to establish accumulation system of pension insurance and further development of non-state pension provision.

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Вікторія Пазяк

INDIVIDUALITY OF MANAGER IN CORRELATION OF MANAGEMENT STYLES