**ABSTRACT BOOK** 

# ALL UKRAINIAN SCIENTIFIC AND PRACTICAL ABSENTEE CONFERENCE WITH INTERNATIONAL PARTICIPATION "POLTAVA'S DAYS OF PUBLIC HEALTH" MAY 29, 2020, POLTAVA, UKRAINE

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# EPIDEMIOLOGICAL SURVEILLANCE AND ASSESSMENT OF POPULATION HEALTH AS A FUNCTION OF PUBLIC HEALTH

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Introduction: Public health is a comprehensive socio-hygienic and economic indicator that integrates the demographic, social and biological processes characteristic of the country's population. Public health is a key indicator that is used to appreciate public health policy decisions.

The aim: The aim of this work is to analyze modern methods of studying public health and the possibility of their adaptation in the conditions of development of a public health system in Ukraine.

Materials and methods: The materials of the World Health Organization were investigated. The following methods were applied: bibliosematic, analytical, systems approach. Results: As a rule, population health is assessed by medical and demographic indicators, which in turn include indicators of fertility, mortality, average life expectancy, as well as indicators of morbidity and disability.

In Ukraine, for a long time there was a study of the incidence of the population by several methods: by referring to medical institutions, by the results of preventive examinations, by causes of death and by specially organized studies. The source of information was various types of medical records. However, each of the methods had both positive and negative sides. In many developed countries, there is no centralized system for the study of the incidence rate by treatment. This is partly due to the availability of different forms of ownership in the healthcare system, which results in the absence of a single accountability. At the same time, there is a principled approach that involves collecting only the information that can actually be processed and used in decision making. The use of the epidemiological method of studying population health is a particular approach to the study of diseases using probability theory, statistics, and specific methods for conducting scientific experiments. To assess the health of individuals using sociological methods, known to be effective by WHO experts. According to the research forming the index of disease burden and an indicator DALY (the number of years of life lost due to disability).

**Conclusions:** In order to comprehensively study the state of health of the population of Ukraine, one should use complex methods of studying the incidence rate (by reversibility, causes of death, specially organized studies). There is a need to assess disease risk factors. To analyze data, use standardized data by gender and age. To assess, use generally accepted indicators.

KEY WORDS: Health statistics, public health.

## **CONTINUING EDUCATION OF DOCTORS**

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**Introduction:** Health care reform seeks to keep the patient at the center of the system. The Ministry of Health of Ukraine in the Strategy for the Development of Medical Education proposes to introduce qualitative changes in medical education. This requires addressing the continuing education of physicians.

**The aim:** Continuing education of physicians is aimed at achieving the goal of building a quality system of higher medical education and providing a health care system with qualified physicians that meets international standards.

Materials and methods: Literary sources, normative-legal base are analyzed. Methods such as sociological and forecasting are used.

**Results:** In accordance with the Resolution of the Cabinet of Ministers N<sup>o</sup> 302 of March 28, 2018, a system of continuous professional development of healthcare professionals has been introduced. Continuing professional development requires that the doctor must score a certain number of points each year for advanced training. This allows you to score points not only once every 5 years and improve skills not only through training at the Academy of Postgraduate Education.

Doctors improve their skills through participation in conferences, study abroad, online courses, trainings.

The Public Institution Public Health Center of the Ministry of Health of Ukraine organized distance learning courses. Physicians and public health professionals are involved in the study of various sections in their spare time: 1st "Fundamentals of Public Health for Professionals." (December 2019), 2nd "Immunoprophylaxis of infectious diseases." (February – August 2020). This is listening to interesting lectures by various specialists, watching presentations, answering tests. It is very encouraging that training is free. The result is advanced training, certificates were received by all participants who completed the task.

The introduction of the e-Health system involves the transition to electronic documentation (electronic medical card, electronic referral, electronic prescription for "Available Medicines", etc.). Postgraduate specialization or master's degree program in Health Care Management has been introduced. Qualification requirements for a health care specialist: work experience in the medical specialty for the head of the regional hospital – not less than 10 years, and in the specialty "Health Care Management" – not less than 8 years; for the head of a health care institution at the city/district and oblast levels – at least 8 and 5 years, respectively. Internships at higher health care facilities.

The program of postgraduate training of heads of medical institutions in the specialty "Health Care Management" is designed for 1.5 years (18 months).

Previously, professional management training took the form of a post-appointment specialization, and the chief physician was expected to study in the workplace almost without leaving his or her job.

**Conclusions:** Doctors improve their skills through participation in conferences, study abroad, online courses, trainings, postgraduate specialization or master's degree in "Health Care Management", learning English, mastering computer technology, etc.

KEY WORDS: continuing education, doctors, advanced training, healthcare.

## COMPARATIVE ANALYSIS OF THE FACTORS OF DEVELOPMENT OF CARDIOVASCULAR DISEASES AMONG THE POPULATION OF KAMPALA (UGANDA) AND POLTAVA (UKRAINE)

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Introduction: The main problem for the health system of any country is the problem of morbidity of cardiovascular diseases. This problem is present both in countries with a high level of economic development and in developing countries (Uganda, Ukraine), since cardiovascular diseases are the main causes of disability (reduced quality of life) and mortality (irreversible human losses) of the able-bodied population. Taking into account the main trends in the cardiovascular morbidity of our time, the public health system plays a big role in the successful fight against these weeds: the development of adequate and timely prevention of risk factors, health protection and the promotion of a healthy lifestyle.

The aim of our research is to study statistically influential risk factors for cardiovascular diseases among the population of Kampala (Uganda) and compare these data with data from Poltava (Ukraine), followed by identifying the dominant causes in the development of cardiovascular diseases to determine the method of their primary prevention . Materials and methods: Statistical data on risk factors were studied by conducting a survey of the population of Kampala (Uganda) using a specially designed questionnaire. The data obtained were analyzed using methods - odds ratios (OR) and regression analysis, and as a result, significant risk factors for circulatory system diseases among the Kampala population were identified and compared with similar ones in Poltava.

**Results:** The analysis identified the risk factors that had a significant increase in the risk of circulatory system disease among the population of Kampala: age over 40 (OR = 7.892, p = 001), male gender (OR = 4.642, p = 0.017), overweight (BMI over 25) (OR = 2.128, p = 0.034), smoking (OR = 2,122, p = 0,043), pork (OR = 2,243, p = 0.02), lard (OR = 2,091, p = 0,044), sweets (OR = 2,433, p = 0.02), low physical activity (OR = 2.450, p = 0.03), stress (OR = 4.214, p = 0.009), working conditions (OR = 2.194, p = 0.041). The factors of protection were: sufficient fruit consumption (OR = 0.188, p = 0.008), vegetables (OR = 0.135, p = 0.037), fish (OR = 0.394, p = 0.008), poultry meat (OR = 0.466, p = 0.031). Following a multiple regression, an indicative model for prevention of circulatory system diseases among the population of Kampala was constructed – special preventive activities require the following: age, gender, overweight, frequent use of lard and sweets, hard working conditions. At the same time, similar prevention model in the city of Poltava (Ukraine) focus prevention activities on the following factors: age, gender, anamnesis, BMI, smoking, pork and salt consumption, relationships in the family. **Conclusions:** As a result of a study of risk factors for circulatory system diseases among the population of Kampala (Ugranda) and Poltava (Ukraine), it has been determined that, despite virtually similar risk factors (by the odds ratio), there are differences in prevention models - there is a difference between the more influential risk factors (according to multiple regression analysis).

KEY WORDS: cardiovascular diseases, risk factors, public health, promotion, prevention.

## **EVALUATION OF THE HEALTH CONDITION AND RISK FACTORS OF THE UKRAINIAN POPULATION IN 1992-2017**

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Introduction: The state of health in the population is the most important social indicator of the social progress and security of the state, reflecting the well-being of the nation, its social and economic growth, ecological, demographic status, sanitary and hygienic position. The influence of such factors, as insufficiency of natural products, psychological and emotional load, poor quality of life, untimely medical attention lead to a decrease in the adaptive capacity of the human body and its resistance, which increases in the level of morbidity. The aim: To analyze and evaluate the health of the Ukrainian population and to identify factors that affect its condition.

**Materials and methods:** Materials: statistic data of the State Statistics Service of Ukraine for the years 1992-2017 and materials of the Center of Medical Statistics of the Ministry of Health of Ukraine. The following methods were used: systematic analysis, bibliographic and semantic, epidemiological, medical-statistical, sociological, cartographic. Results: The dynamic of the disease prevalence illustrates the upward trend in pathologies: in 1992-2017, the prevalence rate of diseases increased one and a half times from 110.5 to 178.8 thousand cases per 100 thousand people. In the disease prevalence structure diseases of the circulatory system occupy the first position (30.9% in 2017), the second belongs to respiratory diseases (20.1% in 2017), the third place – to diseases of digestive organs (9.8%), the fourth place was taken by diseases of the musculoskeletal system and connective tissue (5.45%) among the whole Ukrainian population in 2017. One of the pressing problems in Ukraine is the development of the tuberculosis epidemic. Each year, 40 000 new cases and 10 000 deaths from tuberculosis are reported. An HIV epidemic is also a critical situation, as 50 cases are recorded daily.

The following major risk groups were identified: environmental and hygiene factors, social and cultural circumstances and lifestyle, and hereditary predisposition.

**Conclusions:** Following the research, the tendency of incidence rates increases during 1992-2017 was observed. Only the constant study and analysis of environmental, working and living conditions of the population, other social elements that form the risk factors affecting the state of health of the nation will allow to substantiate, formulate and implement public health management strategies.

**KEY WORDS:** health, risk factors, population, morbidity.

## ФУНКЦІОНАЛЬНО-ОРГАНІЗАЦІЙНА МОДЕЛЬ УПРАВЛІННЯ СЛУЖБОЮ НАДАННЯ МЕДИЧНОЇ ДОПОМОГИ ХВОРИМ З ХВОРОБАМИ КРОВІ ТА КРОВОТВОРНИХ ОРГАНІВ

FUNCTIONAL ORGANIZATIONAL MODEL OF MANAGEMENT OF SERVICE OF PROVISION OF MEDICAL CARE TO PATIENTS WITH DISEASES OF BLOOD AND BLOOD-FORMING ORGANS

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**Вступ:** Комплексна система управління організацією медичної допомоги хворим з хворобами крові та кровотворних органів на рівні регіону базується на основі трьох головних компонентів: суб'єкту і об'єкту управління та блоку наукового регулювання.

**Мета:** розробити функціонально-організаційну модель управляння службою надання медичної допомоги хворим з хворобами крові та кровотворних органів на регіональному рівні в сучасних умовах реформування галузі охорони здоров'я,

**Матеріали та методи:** Об'єктом управління є служба надання медичної допомоги хворим з хворобами крові та кровотворних органів на регіональному рівні. Суб'єктом, який керує службою надання медичної допомоги хворим з хворобами крові та кровотворних органів на рівні закладу охорони здоров'я є медичний директор закладу, а на рівні регіону - керівник управління охороною здоров'я відповідного рівня.

Результати: Встановлено такий розподіл управлінських функцій на рівні закладу охорони здоров'я (303): генеральний директор несе відповідальність та управляє матеріально-технічним, фінансовим, кадровим забезпеченням, медичний директор – розробляє заходи з забезпечення населення гематологічною медичною допомогою в 303 в рамках програми державних гарантій медичного обслуговування населення та контролює їх виконання, а завідувач структурним підрозділом - забезпечує надання медичної допомоги пацієнтам в рамках програми державних гарантій медичного обслуговування населення та контролює їх виконання, а завідувач структурним підрозділом - забезпечує надання медичної допомоги пацієнтам в рамках програми державних гарантій медичного обслуговування населення.

OG'єктом управління є 303 і медичні працівники які надають медичну допомогу хворим з хворобами крові та кровотворних органів. Склад об'єкту здійснюється на основі: - застосування інформаційних технологій в менеджменті медичної допомоги хворим з хворобами крові та кровотворних органів;

- фінансування заходів з лабораторного обстеження пацієнтів;
- матеріально-технічних можливостей для впровадження сучасних технологій діагности та лікування хворих з хворобами крові та кровотворних органів;
- забезпечення в достатній кількості висококваліфікованими медичними кадрами;

 забезпечення впровадження та контролю використання даних з доведеною ефективністю та клінічних протоколів, що затверджені МОЗ України і стандартів медичної допомоги хворим з хворобами крові та кровотворних органів;

- додержання деонтологічних принципів в професійній діяльності;
- доступності інформації для населення про 303 в яких надається гематологічна допомоги та можливий маршрут пацієнта;
- використання міжнародних стандартів гематологічної допомоги населенню.

Весь комплекс названих факторів забезпечує зберігати цілісність системи і сприяє її ефективному розвитку.

Блок наукового регулювання, який є одним із головних компонентів моделі управління, включає організацію науково-інформаційного забезпечення з питань надання медичної допомоги населенню з хворобами крові та кровотворних органів, вивчення і поширення досвіду ВООЗ з питань надання гематологічної кваліфікованої медичної допомоги, а також досвіду охорони здоров'я України з даного питання, організацію зв'язку з науковими установами країни.

**Висновки:** Таким чином, в питанні забезпечення права населення з хворобами крові та кровотворних органів на якісну і доступну медичну допомогу важливим є ефективне управління організацією медичної допомоги хворим з хворобами крові та кровотворних органів на рівні регіону на основі трьох головних компонентів (суб'єкту і об'єкту управління та блоку наукового регулювання) з використанням шести аспектів системного підходу.

КЛЮЧОВІ СЛОВА: хвороби крові та кровотворних органів, медична допомога, надання, управління.

KEY WORDS: diseases of blood and hematopoietic organs, medical care, provision, management.

# CHARACTERISTICS OF THE PRIMELY DISABLED PARTICIPANTS OF COUNTER-TERRORISM OPERATION FOR 2014-2019

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Introduction: The counter-terrorism and combined forces operation is leading to an increase in servicemens, participants in military operations, and persons with disabilities in Ukraine. The number of cases of military injurys, psychological disorders and social maladaptation, which have a prolonged nature and require comprehensive rehabilitation of persons with disabilities, especially participants of the counter-terrorism operation, their timely, high-quality prosthetics and creation of appropriate conditions for integration into society, is increasing. In connection with these events, new approaches and features have emerged in conducting social and social expertise and collecting statistical information on disability and rehabilitation of this category of citizens. The aim: To study the peculiarities of the distribution of participants of the counter-terrorism operation initially recognized as disabled by persons for the period 2014-2019 in the Poltava region. Materials and methods: The statistical reports of the Poltava region Transport and Radiological medical and social expert commission on the review of counter-terrorism operation participants during 2014-2019 and the analytical and information guide «Basic indicators of disability and activity of medical and social expert commissions of Ukraine for 2019» were analyzed. Results: Among the first recognized persons with disabilities of participants of counter-terrorism operation in the Poltava region for the period 2014-2019, the most frequently established group III (55.4%, 505 persons) disability, group II - in 43.6% of cases (440 persons), group I installed 25 persons (1%). For the first time in 2014, 3 people were recognized as disabled, in 2015 - 94 people, in 2016 - 183 people, in 2017 - 158 people, which is 25 people less, and in 2018 this figure increased to 210 people, and in 2019 year - 295 people, reaching its highest level in all years of counter-terrorism operation. In the first place, among the causes of disability were injuries of different localization, but there is a tendency to gradually reduce the share of injuries each year from 51% in 2015 to 29% in 2019. Instead, there is an increase in somatic pathology in this contingent every year. Conclusions: Thus, the presence of persons with group III disability of counter-terrorism operation participants is more than half (55.4%), implies high rehabilitation potential and a positive outlook for rehabilitation. Significant changes in the structure of disability among counter-terrorism operation participants are a consequence of military involvement and the impact of stress. Initially, it is the presence of combat traumas that gradually lead to the development of psychological and somatic disorders, which usually have a long prolonged nature and require as soon as possible to conduct various rehabilitation activities in order to adapt to society.

KEY WORDS: participants of counter-terrorism operation, participant in military operation, primary disability, rehabilitation, structure of disability

# A HEALTHY LIFESTYLE AS A FACTOR IN THE GROWTH OF AN EFFECTIVE LABOR MARKET

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Introduction: In the psychological and pedagogical direction, a healthy lifestyle is considered in terms of consciousness, human psyche, motivation. ... A healthy lifestyle emerges as a specific form of appropriate human activity - an activity aimed at preserving, strengthening and improving one's health.

The aim: Improving the quality of human resources means increasing the efficiency of the labor market, improving education and training, overcoming poverty and creating a better health system. The state should play an important and comprehensive role in solving all these problems.

Materials and methods: Literature sources, regulatory framework were analyzed to achieve this goal. The method of system analysis was used.

**Results:** The definition of health was given by the World Health Organization in the preface to the Statute of the organization: "Health is a state of complete physical, mental and social well-being in the absence of illness or infirmity, including the ability to lead a socially and economically productive life."

In 1980, the World Health Organization (WHO) Global Strategy for the Development of Health for All was developed and adopted by all 189 WHO member countries. In 1998, a new version of the strategy, Health for All in the 21st Century, was adopted, the main goal of which is to achieve the highest possible level of health for all people in the world. The main and ongoing task of this strategy is to achieve the full realization by all people of their "health potential".

There are a number of obstacles to this:

- the importance of prevention is still largely declared;
- imperfection of legislative and regulatory frameworks;
- poor funding for prevention programs and specific measures;
- lack of knowledge about the economic consequences of conducting or not carrying out preventive measures;

- lack of financial incentives for doctors and nurses to engage in disease prevention and health promotion. The WHO formula (model) for health determinants has become widely known and has been adopted by the 1980s. According to this model, the environment contributes to 20% of the impact on the quality of health, about the same - the impact of genetic factors, the contribution to health of the health care system - 10-15%, the remaining 50% in the overall structure factors that shape public health due to people's lifestyle: work, nutrition, comfort, rest, home situation, family relationships, living conditions.

Conclusions: It follows that 50% of one's health can be gained by changing his or her life for the better.

KEY WORDS: healthy lifestyle, human activity, preserving, strengthening, improving of health.

# ANALYSIS OF THE INCIDENCE OF ENDOCRINE PATHOLOGY AMONG THE ADULT POPULATION POLTAVA REGION

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Introduction: Statistics over recent years show an increase in morbidity and mortality among the population of Ukraine. Pathology of the endocrine system occupies one of the leading places in the structure of the general morbidity of the population.

The aim: to assess the state of the incidence of endocrine pathology among the adult population of Poltava region.

Materials and methods: the statistical method and the system approach method. The research materials were data from statistical reporting of the MHU and Poltava region. **Results:** In Poltava region, the total spreading of endocrine diseases in 2019 compared with 2018 increased and amounts to 918 compared to 866.5 per 10,000 population. Low rates are noted in the city of Kremenchug - 580.0 (in 2018-586.5) per 10,000 population, in the city of Horishni Plavni -521.0 (in 2018 - 533.1) per 10,000 population, in Grebenkovsky district - 512 (in 2018 - 536.3) in Orzhitsky district - 537.0 (in 2018 - 516.4) per 10,000 population. In the structure of diseases of endocrine pathology, the largest share is diabetes 432.00 per 10,000 population, then teriotoxicosis - 14.3, hypothyroidism - 32.5, autoimmune thyroiditis - 37.1, nodular goiter - 123.9 and diffuse non-toxic goiter - 99.3 per 10,000 population. **Conclusions:** The main directions of optimizing the care for patients with endocrine pathology are strengthening the material and technical base of healthcare facilities for the diagnosis and treatment of diabetes mellitus, and to improve preventive measures.

KEY WORDS: endocrine diseases, prevalence, incidence

# THE USE OF HARMFUL DRINKS AS A MEDICAL AND SOCIAL PROBLEM OF MODERN YOUTH

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Introduction: Today, one of the acute medical and social problems is the spread of the use of alcohol and low alcohol drinks by adolescents. Every year the number of teenagers who drink alcohol becomes more. Unaware of the harmful effects of alcoholic beverages, they destroy themselves.

The aim: study and analyze the prevalence of alcohol and low alcohol drinks among teenagers.

**Materials and methods:** used bibliosemantic, sociological and medico-statistical methods. The research materials were the annual report of the State Statistics Service of Ukraine. **Results:** The study emphasizes the relevance of the problem of the spread of propaganda of alcoholic beverages and alcoholism itself among young boys and girls. The study revealed that more than 90% of 15-17-year-old students drank alcohol, almost 60% of adolescents were several times intoxicated. Most often, 15-17-year-old young people who, study use alcoholic drinks, such as beer (boys in 57,3% of cases) and factory low-alcohol drinks (girls in 43,7%). Recently, 40% of teenagers drank wine, and 22.4% drank champagne and spirits. The most common alcoholic drink used by young people aged 15-17 in an entertainment institution recently is beer, it was consumed by 45.4% of boys and 30.9% of girls. Low alcohol drinks of industrial production come second in popularity - they were consumed by 28.8% of boys and 35.9% of girls. 40.3% of adolescents replied that they had never consumed energy drinks, 32% had consumed them one to five times in their entire lives.

**Conclusions:** Thus, the general trend in the spread of alcohol and low alcohol drinks among adolescents is disappointing. The main factors that negatively affect the situation : the family's tolerant attitude to alcohol abuse of adolescents, the cultural traditions of communication in the company, the insufficiently formed worldview of the young man on understanding a healthy lifestyle; beer advertisement, lack of control over the implementation of Ukrainian legislation regarding the prohibition of the sale of alcohol to minors.

**KEY WORDS:** teenagers, schoolchildren, alcoholic drinks, energy drinks, beer.

# DETERMINING THE CAUSES OF PROFESSIONAL VOICE DISORDERS IN PEOPLE OF LANGUAGE PROFESSIONS

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Introduction: The human voice, human language is the result of a complex mechanism of interaction of various organs and systems. Almost all major physiological systems of the body are involved in the implementation of phonation. They are combined to achieve a result by the central nervous system. Nowadays, an increasing number of professions are gaining a direct or indirect connection with the voice or speech function. The professional activity of teachers and lecturers of higher educational institutions requires significant energy expenditure and nervous and muscular tension. Voice load significantly affects the condition of the vocal apparatus. Diseases of the vocal apparatus reduce the ability to work in almost all healthy people.

The aim: Investigate the various causes of voice disorders in the voice professions. Materials and methods. The subjective attitude of the respondents was analyzed with the help of the questionnaire. Methods of application - statistical, system approach and system analysis.

**Results:** Observing the representatives of language professions, namely the teaching staff of higher education institutions, it was found that about 73% of respondents note that the cause of voice disorders is voice fatigue at the end of the school year. The impact of various infectious diseases of the upper respiratory tract in the autumn-winter period was noted by 22 % of respondents and 17 % of the causes of voice disorders indicated emotional overload. Uncertainty and fear of the audience during the speeches, as the cause of voice violations, identified 15 % of respondents.

**Conclusions:** Thus, timely detection and prevention of voice disorders in teachers, compliance with the regime and hygiene of the voice, prevention of respiratory infections, if possible to limit voice load in the cold and outdoors, allows to prevent voice disorders in people of the language profession. Even with minor voice disorders, you should consult a phoniatrician or otolaryngologist.

**KEY WORDS:** reasons, professional violation, voice.

## **PROFESSIONAL TRAINING OF MANAGEMENT MANAGER**

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**Introduction:** Modern requirements for the professional training of the manager of management, we note the complexity of this process, associated with the vision of such a specialist as a highly educated personality, endowed with leadership qualities, with highly developed intellectual, creative and organizational skills, which takes into account the requirements for self- researcher, coordinator of creative search and constructive relationships in the team, project and innovation manager, initiator of progressive changes and more. **The aim:** The purpose is to substantiate and analyze the professional training of the management manager.

Materials and methods: theoretical - study and analysis of scientific literature on the problem of research to determine the degree of development of the problem; comparison, systematization and generalization of the scientific provisions outlined in scientific works.

**Results:** Introducing a future teacher to the theory and practice of management in education will promote a deeper understanding of professional phenomena, an awareness of the patterns of activity as a manager under the structural section, a more objective attitude to the management problems involved, which he will from time to time in any position. Such awareness can give an impetus to the professional self-development of a manager in this direction, to rethink his career intentions and to successfully realize them at a young age, when he has sufficient strength and energy for active management work.

Managerial competence is also able to extend its organizational capabilities in solving non-standard professional tasks, such as the development of various projects, the creation of a working team and management. The manager of the management, familiar with the basics of management management, is more susceptible to innovative processes that will not cause him a psychological barrier associated with the lack of skills and skills to evaluate and master innovation and incorporate them into the established system of activity. **Conclusion:** Therefore, the manager of the management is one that includes the theoretical and practical foundations of management activity in the institution, we consider universal and necessary for training an employee of any profile. With the changes that are taking place in our country, there is a need to increase the demands on the personality - the manager, his professional and social competence, concerning the growing range of professional and non-professional issues, the tendency towards professional mobility, which is increasingly evident in Ukrainian society, and acmeology. considerations concerning both the expansion of the individual's career opportunities and the growth of skilled human resources in management.

KEY WORDS: manager, manager, activity, training.