

Formirovanie shtatov professorsko-prepodavatelskogo sostava vuza: Modeli, algoritmy, rekomendatsii (Russian Edition)



Slozhivshayasya dvukhurovnevaya sistema raspredeleniya shtatnykh edinit v vuzakh vliyaet na politiku kafedr, fakultetov i vuza v tselom pri formirovanii shtatnogo raspisaniya. Takoe raspredelenie takzhe vliyaet na protsess uchebnogo planirovaniya i na sam uchebnyy protsess i tem samym vliyaet na kachestvo podgotovki spetsialistov. V vuzakh raznye spetsialnosti imeyut raznyuyu trudoyemkost podgotovki spetsialistov, poetomu kafedry, poluchayushchie nagruzku po bolee trudoyemkim spetsialnostyam imeyut peregruzku, chto stavit ikh v khudshee polozhenie otnositelno ostalnykh. Kak pravilo, peregruzhennymi kafedrami yavlyayutsya vypuskayushchie kafedry po inzhenernym spetsialnostyam, kotorye vypuskayut spetsialistov, naibolee vostrebovannykh ekonomikoy v nastoyashchee vremya. V rabote predlagaetsya podkhod k modelirovaniyu protsessa formirovaniya shtatov, optimizatsionnye modeli formirovaniya shtatov i metodika primeneniya ikh na praktike. Primenenie modeley pozvolyaet vyravnivat nagruzku na kafedrach, opredelyat i kontrolirovat sostav kafedr, sootvetstvuyushchiy strukture vypolnyaemoy nagruzki.

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