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² 2020, http://www.minedu.government.bg/opencms/export/sites/mon/left_menu/strategies/documents/science_researches-2020.pdf, . 24.

³ ” BG051PO001-3.1.09 „ ”

11.09.2012 . (http://sf.mon.bg)

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2008 ., . 8, http://www.minedu.government.bg/opencms/export/sites/mon/left_menu/strategies/documents/saobshtenie_novi_umenia-BG.pdf

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, http://www.minedu.government.bg/opencms/export/sites/mon/left_menu/documents/strategies/programa_MOMN-2009-2013.pdf, . 48-49.

1. (33,3%)
 1- 2 -
 1

9				
	0,7%	46,3%	67%	8,4%
1- 2	33,3%	25,6%	15,5%	27,7%
1- 2	41,5%	12,2%	8,5%	39,6%
1- 2	24,4%	15,9%	8,5%	23,8%

2).
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 80%

9 1 „ ”, 2- „ ”.

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			1- 2	B1-B2	C1-C2	
	1- 2	0	7	6	8	21
	B1-B2	0	3	4	3	10
	C1-C2	1	4	2	4	11
		1	14	12	15	42
	1- 2	0	4	4	3	11
	B1-B2	0	3	2	0	5
	C1-C2	0	2	3	1	6
		0	9	9	4	22
	1- 2	0	13	9	6	28
	B1-B2	0	9	19	11	39
	C1-C2	1	8	8	7	24
		1	30	36	24	91
		2	53	57	43	155

	%	%	%	%	%	%	%	%	%	%
	59,6	59,6	47,2	47,2	45,9	45,9	53,0	53,0	47,5	47,5
-	21,1	80,7	15,3	62,5	21,9	67,8	21,9	74,8	20,9	68,3
	7,5	88,2	13,9	76,4	16,4	84,2	9,9	84,8	15,1	83,5
-	8,1	96,3	6,3	82,6	9,6	93,8	8,6	93,4	6,5	89,9
	3,7	100	17,4	100	6,2	100	6,6	100	10,1	100

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	59,6%	61,2%	57,6%	31,2%	12,1%	29,5%
-	31,6%	26,1%	22,7%	20,8%	20,5%	42,6%
	6,6%	8,2%	11,4%	24,8%	28,0%	16,3%
-	1,5%	3,7%	4,5%	9,6%	18,2%	10,1%
	0,7%	0,7%	3,8%	13,4%	21,2%	1,6%

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	10			
	25-29 ()	30-54 ()	55-64 ()	11
1.	4,79	4,50	4,05	-0,406*
2.	4,88	4,40	4,00	-0,433*
3.	4,92	4,25	3,42	-0,598*
4.	3,59	3,53	3,00	-0,140
5.	2,91	2,79	2,67	-0,049
6.	4,29	3,87	3,35	-0,379*

= 0,01.

*

75 %
166

93

12

Mining

73%

, Data Mining, Web

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¹⁰ 25 . 65 .

¹¹

¹²

SPSS.

	-			
	%	%	%	%
- 5	41,5	41,5	41,9	41,9
- - 4	34,0	75,5	31,0	72,9
- 3	14,5	89,9	16,1	89,0
- - 2	5,0	95,0	5,8	94,8
	5,0	100	5,2	100

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(20%), -

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- 5	43,4%	39,6%	29,1%	17,7%	23,5%	17,8%	26,4%
- - 4	37,5%	38,1%	39,6%	29,2%	34,8%	25,6%	31,8%

- 3	14,0%	15,7%	20,6%	30,8%	30,3%	26,4%	21,7%
- 2	4,4%	6,0%	9,0%	15,4%	6,8%	16,3%	12,4%
- 1	0,7%	0,7%	1,5%	6,9%	4,5%	14,0%	7,8%

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	13			
	25-29 ()	30-54 ()	55-64 ()	*
1.	3,63	4,32	4,35	0,443*
2.	3,61	4,24	4,32	0,448*
3.	3,43	3,94	4,11	0,471*
4.	3,22	3,41	3,39	0,139
5.	3,32	3,71	3,79	0,297*
6.	3,36	3,16	3,00	-0,026
7.	3,35	3,58	3,65	0,248*

: = 0,05.
 SPSS.

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1.		14	
1.1.	- B1	120	8
	- B2	120	10
	- 1	120	7
1.2.	- 1- 2	120	1
	- 1	120	1
1.3.	- 1- 2	120	1
	- 1	120	1
1.4.	- 1- 2	120	1
	- 1	120	1
1.5.	()	30	2
1.6.	()	30	2
1.7.	()	30	2
1.8.	()	30	2
2.	()	30	8
3.		30	2
4.		30	8
5.		30	8
6.		30	8
7.		30	6
(ECTS)			

**POSSIBILITIES FOR IMPROVING THE QUALIFICATION
AND CAREER DEVELOPMENT OF THE LECTURERS
AT UNIVERSITY OF ECONOMICS – VARNA**

**Assoc. Prof. Dr Evgenia Tonkova,
Chief Assist. Prof. Dr Sevdalina Hristova,
Assist. Prof. Nadezhda Kalinova,
PhD student Vanya Krалеva,
Iva Ignatova**

Abstract

The aim of the study is to identify the specific areas in which it is necessary to conduct training in order to improve the qualification and stimulate the career development of the lecturers at University of Economics – Varna. Based on the results of the study there has been developed a project proposal with planned training sessions for raising the language competencies of the lecturers, work with information and communication technology (ICT) in the educational process and work in e-environment, acquisition of the methodology of academic instruction and research. Special attention is paid to the justification of the need for training in the use of specialized software for statistical processing and analysis of data, the use of other specialized software, the acquisition of approaches to writing research papers and the methods and means for developing educational material in accordance with the European Credit Transfer System (ECTS).

