

Development and Implementation of the Project «A Gifted Student»

Desenvolvimento e implementação do projeto «Um estudante superdotado»

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ABSTRACT:

The aim of the article is the development and implementation of the project "A Gifted Student", meeting all needs of the individual and society. The task of the project is an effective search, development and support of gifted students on the basis of scientific research taking into account the legal provisions of the law "On education" in the Republic of Kazakhstan. Solution of necessitates the formation of professional elite that is able to vary in the economic and social life.

Keywords: Gifted Student; Efficiency; Progress; the International Space

RESUMO:

O objetivo do artigo é o desenvolvimento e implementação do projeto "Um estudante superdotado", atendendo a todas as necessidades do indivíduo e da sociedade. A tarefa do projeto é uma busca, desenvolvimento e suporte eficazes de estudantes talentosos com base em pesquisas científicas levando em consideração as disposições legais da lei "Sobre educação" na República do Cazaquistão. Solução de necessita a formação de elite profissional capaz de variar na vida econômica e social.

Palavras chave: Estudante superdotado; Eficiência; Progresso; o Espaço Internacional

1. Introduction

Integration of the Republic of Kazakhstan into the world community has put forward high requirements for higher education – training of competitive specialists meeting the modern requirements and progressive experience of mankind.

At the same time, life itself puts forward a self-evident principle for the development of society – have a special social group of people who will shape the future of the country (Lennex&Lesia, 2014; Weigle, 2014; Bakken, Obiakor&Rotatori, 2013). Science (genetics, physiology, psychology, education, sociology, etc.), and the actual practice of training repeatedly demonstrated not only the existence of individual differences in intellectual and

creative abilities of people, but also in the success of educational and professional activities (Berger, 2014; Missett, 2014; Pfeiffer, 2015). Helping the gifted young student, with a full-fledged discovery and development of their potential, determines the dignity of the older generation, professional staff. In this context, the problem of finding, developing and supporting gifted students in higher education becomes very important.

Comply with the law of the Republic of Kazakhstan "On Education" and implementing the state program of educational development for 2005-2010, the Ministry of Education and Science of Kazakhstan directs its activities to deepen differentiation and individualization of learning in educational institutions, the establishment of maximum capacity to meet the interests, aptitudes, abilities of gifted students, and their intellectual resources.

A considerable experience to work with gifted children is acquired already, and this activity is managing and coordinating of the multi-functional Republican Scientific and Practical Centre "Daryn". The activity of this center deserves approval and further improvement. However, this trend is observed at the level of pre-school and school educational institutions. Range of interests and topics of most researchers in this field are concentrated on the study of the problems of gifted children. The reason is a firmly established stereotype for the need of an early detection of a gifted child.

However, endowments – is a phenomenon that is developing in the course of a person's life (Kettler, 2015; Simpson & Adams, 2015; Ktistis, 2014). At the same time, it is known that the development of giftedness and talent can be delayed and sometimes, even ruined not only at the early age, but at any age and at any stage of human development. Talent, due to individual psycho-physiological characteristics of an individual and a variety of social and psychological reasons, may be "late" (be delayed under favorable conditions) or remain permanently "hidden" endowment (Dixon & Moon, 2014).

It is clear that a gifted high-school graduate aspires to get a higher education. Therefore, the complete disclosure and the development of talented individuals is not only in high-school, but also in the higher educational institutes (Chandler & Robins, 2015; Zwick, 2006). Moreover, in the level of specialist's training with higher education, the development of abilities, intellectual and creative potential will enable them to become optimally efficient in future careers and life in general.

Therefore, the system of measures for dealing with gifted younger generation should be directed to the fact that the search for the most talented and gifted young people during the school-university period purposefully and individually guide the development of their abilities to provide the necessary psychological, pedagogical, material assistance and support in self-development and self-realization to a maximum at all stages of the educational system. This secures the talents for future fruitful professional activity, using them for the benefit of the individual and society.

Gifted and talented people, are those people who by virtue of their outstanding abilities, demonstrate excellence in a particular activity. This means that talent manifests itself: a) in advance of the development of knowledge in the area of academic achievement activities (specific objective activity); b) in the intelligent field; c) in the field of creative thinking and productive activities; g) to advance the social and psychological development.

Thus, the problem is an important direction to development of the modern educational system - Search (identification), special training and development, social and psychological support for gifted young people in higher education – the foundation of human resources and professional elite. The highly skilled professionals of high school are the intellectual and creative potentials of society, which are able to make a qualitative leap in the economic and social life of society, to determine its place in the international community.

Diagnosis, development and support of gifted university students should be treated as a special-ordered system of work with this category of students, both within the university and on a national scale, where each of these aspects of the work in isolation does not make sense, but as closely interconnected and interdependent.

There is a need to focus public action on the formation of the professional elite of the nation (in the technical, scientific, educational, artistic, aesthetic, sports and other areas). It is

necessary to create a platform to maximize self-emerging talented future professionals for training in high school and later in their professional activities.

2. Methods

The methodological and theoretical basis of the study are psycho-pedagogical and philosophical concepts of teaching and development of gifted and talented children: training of high-level difficulty, the problem method of training, Basic research, revealing the integrity of the educational process, the concept of programmed instruction, the principles of differentiated instruction, the problem of individual learning, fundamental research on general and special abilities, individual differences and abilities, the psychology of creativity.

2.1. The methodology for the implementation of a comprehensive program includes the following steps

1. To determine the nature and relationship of key terms: "endowments", "professional skills", "professional endowments", "gifted student", "talent", "gifted student youth".
 2. To develop the concept of professional giftedness future specialist of higher education. Database developed by the author can serve as a general concept of the future specialist professional giftedness, which is the basis for the construction of pedagogical theory and practice in higher education.
 3. To analyze the real state of the practice and the basic content of higher education, in terms of the problems of development abilities and giftedness of future professionals in the Republic of Kazakhstan.
 4. To study the experience of working with gifted students in the world of higher education.
 5. To identify the basic theoretical and practical approaches to work with gifted students in universities.
 6. To identify ways and means of identifying gifted students in high schools.
 7. To develop the structure and content of the Republican Center "A gifted student" as the coordinating and managing body of work with gifted student youth of Kazakhstan universities.
 8. To start working centers with gifted students at major universities in the country, covering all regions. As a basis there can be taken the model developed by the author of pedagogical work with gifted students at the university on the example of Kazakh National Pedagogical University named after Abai.
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3. Data, Analysis, and Results

3.1. Model of the Project

1. To create a center (department) for "A gifted student" in the framework of the Republican Scientific and Practical Center "Daryn" that will specifically coordinate and intensify the work with gifted and talented students of all higher educational institutions of Kazakhstan, to provide a unified system of study and development of giftedness among various professional specialists of the future.
2. To create regional (provincial, municipal) centers at major universities of Kazakhstan directed to work with the categories of gifted students.
3. To conduct a universal diagnostic testing of students in order to identify the gifted, and determine their interests and abilities, intellectual and creative potential (in each institution of higher education, at all stages (courses) of training students in high school).
4. To develop intellectual abilities and creativity of talented university students in different fields according to the classification of specialties in higher education (natural sciences, humanities and social, educational (pedagogical), technical, socio-economic, artistic (arts and culture, architecture), medical, military, interdisciplinary) on the basis of differentiation

and individualization of learning and development in universities.

5. To improve traditional and implement innovative technologies and teaching methods in the educational process of higher education aimed at working with gifted and talented students.

6. To organize and strengthen the ties among all centers and universities to work with gifted students and to improve their effectiveness.

7. To create a data bank of gifted students in each high school and the whole Republican database of talented student youth of Kazakhstan.

8. To anticipate and monitor further destiny, professional and career development of talented graduates.

9. To define a set of measures (psychological, educational, social, material), supporting and encouraging intellectual and creative activity of gifted and talented students as well as teachers and professionals working with them.

10. To intensify research on the professional types of giftedness future specialists depending on the profile of trained specialists and conduct longitudinal studies of giftedness identity in all areas of professional activity at all stages of the age of human development.

3.2. The model of work with gifted students is based on the following principles

1. Scientific validity. The work should be based on the results of basic research on psychogenetics, pedagogy, psychology, psychophysiology and abilities, intelligence, creativity, giftedness, made in our country and abroad. The fundamental basis of the system of work with gifted students should be a theoretically grounded and practically tested conception of gifted professionals for the future specialist, developed by its structural and substantial model with criteria, indicators and levels of development, taking into account the profile of the university and trained specialists.

2. Professional orientation. The work is focused on the future professional activity of trained specialists, and the installation makes the students to develop their abilities and potential for successful future careers.

3. Democracy. The work is intended to enable the full realization of the intellectual and creative potential, abilities and giftedness of each student, as well as to create an adequate educational environment in accordance with the needs and interests not only gifted students, but every student in high school.

4. Humanity. The work is aimed at recognizing the value of the uniqueness of each student, providing diagnostics, training and development, the provision of psychological, pedagogical, social and material assistance and support for gifted and talented students.

5. Comprehensiveness. The program is aimed at relatively autonomous, at the same time at single organic development of all the essential components of professional giftedness future specialist in leading activities (teaching, research, professional) based on the interaction of various forms, methods, tools, content, teaching and development in educational and extra-curricular activities of students in higher education.

6. Availability. Information about the system of work with gifted students in the universities of Kazakhstan, all activities and teaching materials should be made available to any student, teacher and university.

7. Elective. The work with gifted students is focused on providing every gifted student the freedom to choose an elite university, educational services, elective courses, teachers, objectives, content, forms, methods, sources of funds, time, time, place, evaluation of the results of its activities.

8. Selectivity. The work in higher education should be based on a differentiated and individualized approach to learning and the development of abilities and gifted students in all classes and events held both in training and during extracurricular activities (division into separate groups according to levels of development (talented, gifted, able) to suit the

individual characteristics and typology of giftedness.

9. Autonomy. The work forms an independent programming and implementation of their students learning and development based on its own experience and the requirements for a modern specialist, as well as for self-evaluation of their development and activities and their transparency.

10. Reflexivity. The work is focused on the formation and understanding of gifted students of all parameters of the process of learning and development actions of his organization in collaboration with teachers, introspection student and teacher, and the results of its own joint venture.

11. Phasing. The work is based on the training and development of the most talented and gifted students in higher education is a consistent, gradual process (from the formation of motivation to the real intellectual and creative in leading active work activities (teaching, research and professional), and covers all stages student learning in high school (from the 1st to the final year of undergraduate, graduate, doctorate), which ensures the continuity and the continuity of the professional future of giftedness specialist.

12. Mass. The work on the identification and development of gifted students should cover all stages of the student's age, taking into account the individual characteristics of the person, in all courses and specialties, as well as all universities of the Republic of Kazakhstan.

Subject to the implementation of these principles will reveal the talent or the general premise of creativity expert in any profession (science, technology, the arts), the premise of formation and development of the creative personality, capable not only to the creation of new and the discovery of new laws, but also to self-expression, self-discovery personality upon and solving new problems. The concept envisages the organization of training, development and education by identifying the age and individual abilities of the individual. Based on the fact that the nature of genius is versatile in a variety of occupations, the main forces of the faculty of each university, the teaching staff, learning technology should be directed at the development of abilities, giftedness, hidden talents of the future specialist, who can become the basis for its further successful career and life.

4. Discussion

The contents of the integrated program of research, development and support of gifted student youth in higher education in RK

For the organization of the "Gifted Student" program is necessary to conduct a series of events (Table 1).

Table 1

The necessary measures for the organization, management system, working with gifted student youth

№	Activities	Responsible institutions	Term
1.	To create Republican Center "Gifted Student" (Board Division) for coordination and intensification of work with gifted students. Features of the center: coordination of higher education institutions with gifted students, research, diagnostics and development of talented youth.	MES RK, the Committee on Youth	
2.	New branches of the "Gifted Student" Republican center - university (provincial, municipal) centers (Councils, Departments) coordination and intensification of work with gifted students of high schools.	MES RK, ALS, SDO, GDO Committee on Youth	
3.	The education authorities (MES, ODO, GDO) of the number of experts to determine those responsible for coordinating the work	MES RK, ALS, GDO	

	with gifted and talented students.		
4.	Develop a provincial, municipal program to identify and support talented and gifted students of high schools.	Head of universities, Vice rector.	
5	To develop a provincial, municipal program for identification and support of talented and gifted students of high schools.	ODO, GDO	
6.	To conduct seminars, meetings centers managers and specialists of departments of education, "On the establishment of the system with gifted students, the management of the system"	MES RK	1-2 times per year
7.	To conduct seminars, meeting managers and teaching staff of universities "Work on the identification, development and support of gifted students."	MES RK	1-2 times per year
8.	To give audience at the meetings of the Department of Higher Education MES RT heads of regional and city centers on the status of work with gifted students in universities.	MES RK	According to plan
9.	To give audience at the meetings of regional and urban centers (councils). Giving reports to the leaders of university centers on the work with gifted and talented students.	ODO, GDO	According to plan
10.	Create at national and regional (city) focal managers advice on working with gifted students for higher education profile (science, humanities and social, technical, educational, social, economic, artistic and aesthetic, medical, military, interdisciplinary).	MES RK, ODO, GDO	
11	Develop a system of measures to encourage the involvement of university professors and researchers in the work of finding, development and support of gifted student youth.	MON RK, ODO, GDO, heads of university centers	
12	Start at the center of the Republican association of private higher education institutions.	MON RK	
13	Develop provisions:- of republican specialized Olympiads, contests of branches of science and specialties of higher education; - The "Student of the Year" competition ("Specialist of the Year", etc.); - On scientific and practical conferences university students in the sciences; - Gatherings of gifted and talented students of all universities; - About the competition students inventors; - For competitions of professional skill (on the profiles and specializations) students of higher education and other similar com	MON RK Republican Center "A gifted student"	

To implement the measures for the implementation of the program "A gifted student," you must perform the following tasks (Table 2).

Table 2

Project "A gifted student" tasks to streamline and strengthen the links between higher educational institutions

№	Conditions	Responsible Institutions	Terms
1.	Expand and streamline the communication of higher education institutions in order to maximize the development of the natural sciences, humanities and social, educational (teaching), technical, socio-economic, military, veterinary, medical interests and abilities, talent development, artistic solution-operation (Culture, art, architecture) gifted university students.	MON RK, ODO, GDO	
2.	Expand and strengthen the vocational guidance of schoolchildren (to create a special profile classes, clubs, etc.) in innovative institutions (lyceums, gymnasiums) to the purposeful preparation for post-uplift and quality of professional selection.	MON RK, ODO, GDO, Universities	
3.	Create complex "school-high school" continuity of measures for gifted students and talented students (tutorial movement, creative laboratories of pupils and students, and others.).	ODO, GDO, Universities	
4.	Create a network of summer and winter student profile schools, camps for the identification and development of gifted and talented students in the recreation camps, tourist complexes, sanatoriums (in all branches of science).	MON RK, ODO, GDO	2 times per year
5.	Create a Sunday school for gifted students (by industry and science majors).	ODO, GDO, Universities	1 time per week
6.	New scientific schools, Creative Labs, a group of gifted and talented students by profiles and specialties.	MON RK, Universities	constantly
7.	The republican festivals and competitions "Young Talents" on various types of art, literature, the arts, including national crafts, sports, amateur et al., Sells a wide range of enthusiasm for gifted students.	MON RK,	Each year
8.	Conduct regional, city and republican competition for gifted university students in various fields of science and professional fields (mathematics, physics, technical drawing, biology, chemistry, language and literature, foreign languages, pedagogy, psychology, geography, geology, and the basics of the market economy, the basics right , informati-ke, astronomy, and others.)	MON RK, ODO, GDO	Each year
9.	Organize correspondent students competitions on various academic subjects.	MON RK	Each year
10.	Develop and submit to the Cabinet of Ministers of the Republic of Kazakhstan "Regulations on state grants and scholarships to gifted and talented students of higher educational institutions", including students in private higher education institutions.	MON RK	
11.	Develop a system of social benefits "Regulations on the issue of targeted loans, quotas Assembly of Peoples of Kazakhstan and other social benefits" for ordinary and talented students, graduates and make	MON RK	

	it available for consideration at the Cabinet of Ministers and the Government of the Republic of Kazakhstan.		
12.	Install special prizes for the winners of all kinds of national student contests and competitions involving the Fund "Bolashak" and the Youth Committee.	MES, Youth Committee	
13.	To develop a position on the direction of the target gifted students and graduates for internships in prestigious international universities in the world.	MON RK, universities	Annually
14.	Create a special fund under the Ministry of Education of Kazakhstan to pay the costs of national measures with gifted students and for participation of gifted and talented students in universities international competitions, contests, festivals, and others. Events.	MON RK, ODO, GDO	
15.	Provide higher educational institutions, teachers, specialists of scientific-methodical, didactic materials designed to identify and develop abilities and gifted students of high schools.	MON RK, ODO, GDO	Constantly
16.	Create a special Republican Social Fund "gifted personality" to help gifted and talented young people, within which to establish a premium of famous figures of science, culture and art of the Republic of Kazakhstan.	MON RK.	

An important condition for "Gifted Student" project is a professional team of teachers and scientific and methodological support of the universities (Conklin, 2015)(Table 3).

Table 3
Staffing and scientific and methodological support of the concept of "A gifted student."

№	Events	Responsible	Terms
1.	Develop and introduce a special course in higher education program "Gifted Student: diagnostics, training and development," a lecture by work with gifted and talented students in high school to university professors and professionals working with this category of young people.	MES, ODO, GDO, university centers	According to the university's plan
2.	Organize courses and seminars for the preparation of their teachers of higher educational institutions to work with gifted and talented students in high school.	MON RK, ODO, GDO, Universities.	Annually
3.	Open at the national and regional centers, counseling services for university teachers organi-zatsii work with gifted students in different academic disciplines.	MON RK, ODO, GDO	Constantly
4.	Organize a competition of copyright lecturers techniques to identify and develop giftedness (according to profiles and professions) in various academic disciplines at different stages of student age (at exchange rates), according to different forms of training (classroom training, teaching practice, and others.).	MON RK, ODO, GDO. Universities	Annually
5.	Create a special register at the Republican Center "A gifted student," where questions with the work of gifted students are answered, as well as by the means weight own information: television, radio, print.	Publishing house of the MES, Radio	Constantly

		and Television	
6.	Create a permanent transfer (column) in the state and Russian languages on Republican radio and television "Talented Youth" with the participation of students, scholars, masters of arts, creative RK unions, university professors and specialists.	MON RK, television and radio company.	According to plan
7.	Develop and publish medical and psychological benefits for parents, teachers of gifted and talented young people.	MON RK, ODO, GDO, Universities	Constantly
8.	To organize a permanent seminar teaching university staff to discuss the theoretical and practical problems of gifted university students.	MES, ODO, GDO, university centers	Constantly
9.	Create in universities, faculties, departments "Professional creativity of young" universities special popular science magazine for gifted students, "Young scientist", "student-researcher" et al. (Journal name on the profile of the University and optional) in the Kazakh and Russian and languages	Publishing house of the universities	periodically
10	Organize targeted (fundamental, application programs), research on the problems of identification and establishment of talented young people, carried out in higher education institutions, research institutes.	Universities, research institutes	Annually
11.	Develop a system of measures of leisure activities of young people, enabling education of gifted and talented students.	MES, Youth Committee	Constantly
12.	Engage to work with gifted and talented young people representatives of creative unions, societies, scientists, science, technology and culture.	MON RK, ODO, GDO, Universities	Annually
13.	Summarize and promote individual programs experience, plans, various technologies of training and development of gifted and talented university students and others.	MON RK, ODO, GDO, Universities	Constantly
14.	To summarize the experience of higher education institutions to identify and develop talented young people, to hear reports on the Board of the Ministry of Education and Science.	MON RK, Universities	Annually
15	Hold contests of new pedagogical technologies of higher education institutions, professional scientific schools, schools of copyright to work with gifted students.	MON RK, ODO, GDO, Universities	Annually
16.	The republican scientific-practical conference of educators' intellectual and creative potential of the Republic of Kazakhstan: "Problems and Prospects"	MON RK	Annually

To identify talented students in higher education institutions, a number of measures necessary to carry out (Table 4).

Table 4
Identification, development and support of gifted and talented students at the university

№	Events	Responsible	Terms
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		Institutions	
1.	Each university to create departments (psycho-pedagogical service) on the organization of work with gifted students and monitor their development.		
1.	Conduct diagnostic evaluation of students in higher education institutions in order to identify gifted and talented young people.	Heads of university centers (laboratories)	Annually
2.	To carry out the selection, starting with the applicants, in the field of gifted studentov enrolled in special programs in the field of social and natural sciences gumani-tarnyh providing them with increased scholarships and the right priority and placement of their work.	Heads of university centers, university professors	Annually
3.	Create every university database of gifted students and to predict their development.	university centers	Annually
4.	Create a regional (provincial, municipal) data banks of gifted university students.	ODO, GDO, Universities.	Annually
5.	Create a National Databank for gifted and talented students of universities.	MON RK	Annually
6	To conduct differentiated and individualized training sessions in groups of gifted students, provide them with psychological and educational support, as much as possible to develop their abilities in academic and extracurricular activities.	Heads of university centers, university professors.	Constantly
7.	Holding the university competitions,by type of future professional activity of students competition ("Competition in Teaching", "Best future specialist (on profile)" and others.)	Universities	Annually
8.	Holding the university competitions, festivals and talent contests in addition to professional activity in other activities, implementing a wide range of interests of students (amateur art, fine art, art of poetry, art teacher,arts and crafts, dance, acting, technical creativity, sports Olympics, etc.).	Universities	Annually
9.	Perform a variety of intellectual and creative competitions and games among gifted students (eg, "Intellectual Marathon", "What? Where? When?", "Debate and others.).	Universities, deans	Annually
10.	To conduct scientific-practical conference of gifted students in science and professions, creating student scientific circles, to carry out collective student research to develop the continuity of generations.	Universities	Annually
11.	To organize in universities, competitions involving students in different academic disciplines.	Universities	Annually
12	Holding the university gatherings gifted students of different specialties.	Universities	Annually
13.	Enter special additional elective courses and electives, "Psychology of Art",	Universities,	Constantly

	"The creative style of activity", "Professional work", "Technical creativity", "Artistic creativity" and others with creative lessons for gifted and talented students of different specialties.	deans, head. departments, teachers.	
14.	Create in high school Sunday school for gifted students professionals (industry and science majors).	Universities, deans, heads of departments.	Once a week.
15.	New Tips for young scientists by faculty, student scientific schools (SSS), research schools, creative laboratories of the groups of gifted and talented students in the field and research areas.	Universities, deans, heads of departments.	Constantly
16.	To organize a range of activities leisure activity gifted youth, stimulating education of personal value orientations.	Universities and student unions.	According to plan.
17.	To expand the network with the universities of additional educational services for gifted and talented students in various activities (music, fine arts, art, tourism, sports, etc.).	Universities, heads of departments, university professors	Constantly
18.	Conduct psychological and medical examination of gifted students, organize their timely high-quality treatment and medical examination.	Psychological services, and health care workers universities	Annually

5. Conclusions

5.1. The findings of the author

- The implementation program of research, development and support of gifted students in higher education will make it possible;
- To solve the problem of maximum self-gifted and talented individuals;
- Identify gifted student youth in the country as a whole;
- To form the intellectual and artistic elite of the country;
- To conduct a targeted and systematic work with gifted and talented young people, both theoretical and practical, based on the established Republican center "A gifted student";
- Include students in higher education almost all regions and districts in the Republican competitions, festival movement;
- To provide high-quality professional selection of applicants to universities of Kazakhstan;
- To form highly qualified future professionals, who after graduation will be actively involved in socio-economic and scientific-cultural spheres of life in Kazakhstan, ensuring its prosperity and well-being;
- Establish links between regional (cities) centers for work with gifted students of high schools;
- Summarize scientific experience with gifted students and young people to develop a new long-term objectives of its perfection;
- To study and analyze the experience of domestic and foreign working with the category of young people; establish links with major elite universities of the world, carrying out the work with gifted young people and thus take into account the general trends of world educational space;
- To determine the best ways and technologies of work with gifted students in high school and distribute advanced domestic and foreign experience;
- To carry out large-scale, longitudinal studies of giftedness in all areas of professional activity and

at all stages of the age of human development.

Implementation of this concept and construction of a specially organized system of work with gifted students in terms of specific universities, and at the national level, setting goals and objectives for further improving detection, development and support of gifted student youth in the Republic, taking into account trends in the reform of university practices and new economic conditions requires further development of this problem both in theoretical and methodological and at the practical-application level.

Implementation of the proposed integrated program of research, development and support of higher education institutions in the Republic of Kazakhstan will contribute to the dynamic and qualitative development of education and science, the creation of a national system of training and certification of scientific and scientific-pedagogical personnel that meet international standards and allows Kazakhstan adequately integrate into the world educational space.

As a result of putting into practice the provisions of the basic concept of social prestige and increase the demand for researchers in the labor market. It will be developed rewards system that supports the professional skill level to increase the role of human resources that will contribute to solving the strategic task becoming one of the fifty most competitive countries of the world, because the educated and talented people - this is the main "gold reserves" of society in the twenty-first century .

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