

## SUMMARY

of the thesis for the degree of Doctor of Philosophy (PhD) in the specialty  
"6D010300 – Public and local administration"

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### **State regulation of the postgraduate business education in the Republic of Kazakhstan: problems and ways of improvements**

**Relevance of the research topic.** In accordance with the strategic development plan of the Republic of Kazakhstan until the year 2020, one of the state priorities is to increase the competitiveness of human capital. Business education issues are crucial in the discussion about the role and impact of education on human capital. It is a business education, that reflects the changes of the external environment, can give the most appropriate ways to address the problems related to the quality of managerial and entrepreneurial skills.

Currently Kazakhstan experiences a shortage of qualified managerial skills. Reports of international organizations on study of the investment climate and innovative development in Kazakhstan indicate insufficient labor supply skills with managerial competencies, practical skills and knowledge of modern technology, that constrain the development of the innovation economy.

Much attention has been paid to the issues of business education, in particular to Entrepreneurship Training, in the "World Bailout Plan" developed on a virtual project G-Global. President Nursultan Nazarbayev in his Address to the People of Kazakhstan "Strategy "Kazakhstan-2050" has called entrepreneurship as a driving force of the new economic policy. In his address to the participants of the conference "Entrepreneurship and Business Education in a Changing World", dedicated to the 25th anniversary of IAB (2013.), Minister of Education and Science Mr. Sarinzhapov noted that the development of entrepreneurship in Kazakhstan is a key aspect in the overall strategy of the state policy, and business education, particularly entrepreneurial universities play a leading role in its development.

In OECD countries management and business education is traditionally considered a leading field in higher education. Relevance of management education to the needs of business is one of the indicators of the competitiveness of education system and the economy as a whole.

The analysis of the present situation in Kazakhstan business education demonstrates that there are no proper conditions to develop business programs in the framework of existing legislation that creates difficulties and constrains the development of this sector. In many ways, these problems are related to the lack of a holistic concept of business education and the imperfection of legislation in this area. Meanwhile, it is business education (comparing to other fields of education) that is closely linked to the economy, business, and to the labor market in general.

Therefore, it can be argued that the development and improvement of this sector serves the national interests and economic security.

Problems in business education require in-depth study and theoretical comprehension. Pendency of these problems can lead to the decrease in the quality of professional management training, which will undoubtedly affect the pace of economic growth. It is obvious that in this situation business education needs government support. Underestimating the importance of state regulation of postgraduate business education and a lack of attention to the problems of professional training of managerial staff for the economy, entail serious consequences and may pose a threat to the national interests. Thus, it is obvious that state regulation of postgraduate business - education is a relevant and actual research topic to the current development stage of Kazakhstan.

**The purpose of research** is to develop methodological approaches and practical recommendations on the improvement of state regulation for postgraduate business education in the Republic of Kazakhstan.

To achieve this goal the following **objectives** have been identified:

- 1) to examine the nature and to disclose the category of "post-graduate business education" and to identify the classification characteristics of these concepts;
- 2) to identify the specific characteristics of the state regulation of business education based on the study of international experience;
- 3) to investigate the existing legislation of postgraduate business education in the Republic of Kazakhstan, to identify problems and to determine the ways for its improvement;
- 4) to determine the situation in business education: to analyze the factors, to identify obstacles and development trends;
- 5) to develop a conceptual approach to the formation of the system of state regulation for the postgraduate business education.

**Object of study** is the system of post-graduate business education of the Republic of Kazakhstan (business schools, universities that offer business programs).

**Subject of research** is a set of organizational, economic and administrative instruments of state regulation of the post-graduate business education in the Republic of Kazakhstan.

As a **theoretical and methodological foundation** the author used the fundamental works, scientific ideas, concepts of foreign and Kazakh scientists in the field of business education and public administration. The study is based on a perception that regulation of any system or industry is based on the theory or model of public administration, which defines the key principles and methods of regulation. The study used the dialectical method of scientific knowledge (systems approach, analysis and synthesis, generalization), methods of statistical and regression analysis. The author also used the methods of expert interviews and questionnaire surveys.

**Scientific novelty** of the research results is that the comprehensive study of the business education market in Kazakhstan has been conducted for the first time

from the perspective of the theory of public administration. The most significant results and their scientific novelty are as follows:

1) there has been presented the author's interpretation of the concepts "business education" and "postgraduate business education"; classification features have been revealed to identify specific features of these terms;

2) specific features of state regulation of business education have been identified based on the study of international experience;

3) the ways for improvement of Kazakhstan's legislation in the field of postgraduate business education have been discussed and developed;

4) practical recommendations for the improvement of postgraduate business education have been developed and presented;

5) a conceptual approach to the formation of the system of state regulation of business education in the Republic of Kazakhstan has been developed on the basis of Network Governance concept.

#### **The basic statements for defense**

1) Postgraduate business education is a set of interrelated professional educational programs aimed at developing practical skills and managerial competences. Author's interpretation characterizes this category as a separate higher level of professional postgraduate education aimed at training, retraining and professional development of entrepreneurial and managerial personnel for the innovation economy.

2) Specific features of state regulation of business education in advanced economies include decentralization, balanced allocation of functions, powers and responsibilities between public authorities, professional business associations and business education providers. This approach is based on modern concepts of governance, such as "New Public Management» and "Network Governance". Implementation of these concepts in the public administration system in Kazakhstan will increase the efficiency of state regulation in general and particularly in business education.

3) The system of business education in Kazakhstan needs legislative support. Today there is a need to review and amend the law "On education", the law "On Science", State Standards for postgraduate education in terms of business education programs which have applied focus. It is important to allow universities to set their own requirements for MBA and DBA program including the procedure for admission to the program, format of study and admission requirements.

4) The current situation in business education necessitates the development of a holistic concept for the development of post-graduate business education in Kazakhstan. It is important to take into account current trends, such as projecting business education programs on the basis of the competence approach, updating the content of programs for compliance with the market needs, involvement of employers in the educational process, upgrading the methodology of business education, the use of information and communication technologies, internationalization of study plans, etc.

5) The suggested conceptual approach to the formation of the system of state regulation of postgraduate business education is based on the concept «Network

Governance", which provides network management of business education in the form of public - private partnership. The proposed model suggests the use of new approaches to the regulation of business education such as networking, risk assessment, involvement of experts, professional bodies, employers' associations and others.

**Theoretical and practical importance of dissertation work.** Results of the research complement and develop a science of public administration. Research findings and recommendations can be used as a basis for the formation of the system of state regulation of business education, as well as for the improvement of legislation in this area, and for creation of partnerships. Author's recommendations can be used as a methodological framework for the scientific rationale in government regulation of business education. Recommendations and conclusions can be of interest of professionals involved in research in the field of business education and public administration.

Some findings and results of this research have been used in the project funded by the Ministry of Education and Science of the Republic of Kazakhstan within the framework of scientific and research program "Approaches to develop forecasts of labor market needs for the new industries and technologies" (2013-2014). Apart from this, some of the research results have been implemented by International Business School at Kazakh Economic University named after Ryskulov.

The main results and statements of the dissertation have been published in 10 articles, 7 of them in research journals, four papers have been discussed at international conferences. Three papers have been published in journals recommended by the Committee for Control in Education and Science at the Ministry of Education and Science of the Republic of Kazakhstan, and one publication - in the journal indexed in Scopus.

The dissertation consists of introduction, three chapters, conclusion, references and appendices. The total volume of the text is 158 pages.