EDUCATION AND EVOLUTION OF SOCIETY

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ABSTRACT: In modern society professional selection as one of tasks of institute of education becomes an element of the organization of work that turns it into a factor of development of society. Professional selection in firm appears in «narrow» sense of the word, and in «broad» sense − at the level of society. The organization of the professional selection understood in «narrow» and «broad» sense of the word influences a vector of development of modern society.

KEY WORDS: education, professional selection, models of development of society, rent, educational rent, rentoobrazuyushchy factors.

THE institute of education solves problems, fundamental for society, it – to promote formation of the personality, to provide vocational guidance and professional selection; to create base for the subsequent continuous education[1]. It is represented that noted tasks not only have to be solved in interrelation with each other, but, carrying out them, the institute of education becomes a factor of nonlinear evolution of society. In justification of the offered thesis *the purpose* of the presented work consists.

DEVELOPMENT of society is analyzed in the context of two types of evolutionary theories. One postulates the unilinear, ordered or progressive nature of social changes; another is based on analogy to evolution in the natural world[2] and focuses attention on the principles of social Darvinism. In that and other case the potential of development of society as dynamic system of a special class which aren't completely determined, casual isn't opened: some forces define the course of process of its development[3]. For example, if character of life of society is influenced by its economy which optimum state arises «… only under pressing of intraeconomic forces», these forces can be considered as «usual rentoobrazuyushchy factors»[4]. In other words, superincome factors as resource of modernization of society is a *social and economic rent*, its look – *an educational rent*, and the subject – *institute of*

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[2] Aberkromb, N. Sotsiologichesky dictionary: The lane with English / N. Aberkrombi, S. Hill, B. S. Turner; under the editorship of S. A. Erofeyev. – M.: JSC Ekonomika Publishing House, 2004. – P. 259.

[3] David, P. Zavisimost from a way of development and historical social sciences: introduction lecture//Sources: from experience of studying of economy as structure and process. – M.: Prod. house of GU HSE, 2006. – P. 184.

[4] Chayanov, A.V. To a question of the theory of noncapitalistic systems of economy//Chayanov A.V. Country economy: Chosen works. – M.: Economy, 1989. – P. 122.

education. Creation of all conditions under which there is an educational rent, institute of education becomes her subject, is shown in interaction *of variables*.

IN the context of society as dynamic system special the class can not only be analyzed P. A. Sorokin's thesis: the history shows only aimless fluctuations, without allowing to allocate a tendency to paradise of prosperity or to a poverty hell in economic life of history of a family, the nation, any other group[5], including also society in general. The presented conclusion, in turn, is connected from theories of professor N. Kondratyev[6] who, analyzing problems of economic dynamics, characterizes dynamic processes in economic life of society.

ACCORDING to N. D. Kondratyev, in economic life of society types of dynamic processes work are evolutionary (unique, or irreversible) and wavy (reproducible, or reversible). Changes which proceed in the same direction belong to irreversible (evolutionary) processes. Whereas reversible processes are such changes   which in each timepoint have the direction, can constantly change and come back it to an initial state: for example, change in price for goods, fluctuation of percent of the unemployed, etc.[7]. In other words, considering the mechanism of communication of reversible and irreversible processes in society, it is possible to influence through management of reversible processes a vector of processes of irreversible (evolutionary). In the context of the declared subject are such changing variables as the organization of professional selection, its results («successful» / «unsuccessful»), their influence on productivity of the joint (group) activity of people causing blossoming/degradation of society.

PROFESSIONAL selection is aimed at the properties of the individual defining professional suitability. They are caused by a genotype, don't give in to training, change by means of external influence. And, thus, it can be both effective, and inefficient by the results. Professional selection, as well as process of socialization of the personality, reminds a shot on a moving target, which not always hitting the mark. And in this case it is similar to «unfortunate socialization» (N. Smelzer). Besides, it is generally connected with professional activity, extreme for human life and society (stressful situations, nuclear power plants). In other words, professional selection doesn't cover the sphere of habitual professional work, daily, usual for people or routine in character. In the context of professional selection the organization of work takes the t (p±c) form, where «t» – work (profession), «p» – the worker, «±c» – suitability or, on the contrary, unfitness to work – existence/lack of abilities.

THUS, the organization of work as a way of communication with working Meath are single workers like «A(p+c)» and «B(p–c)». They can participate in collaboration with other participants of the cumulative worker («C») when interact («↔») in the course of work. These are the ideal types «C(A↔A)», «C(B↔B) and routine («P») the «C(A↔B)» type. They (models) show that members of the cumulative worker can differ among themselves, to enter or leave structure of labor group which thanks to it become uniform (homogeneous)/non-uniform (heterogeneous) on their structure. Communications which arise in uniform/non-uniform groups on structure of participants, or structures, reflect compliance/discrepancy of workers to requirements of a profession and each other as to elements of joint (group) activity (whole). Using R. Collins's terminology, workers are

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[5] Sorokin, P. A. Chelovek. Civilization. Society: The lane with English / P. A. Sorokin. – M.: Politizdat, 1992. – P. 309-310.

[6] In the same place. – P. 313.

[7] Kondratyev, N. D. Problems of economic dynamics / N. D. Kondratyev. – M.: Economy, 1989. – P. 58-59.

temporary participants (tranziyenta) inclined to transition, or a tranziyentnost[8]. Tendency to transition can be caused by the reason existing at the latent level hidden in *the speed* formation mechanism (from armor. tempus time) joint (group) activity. *The speed* of actions of individuals having genetically set nature «turns» (transit) into the general *speed* of participants of joint (group) activity. When single actions «turn» into the general rate of activity, structural pressure (compression, or «crush» – structural crunch)» takes place»[9]. It is hidden (latentno) from direct participants of joint (group) activity which – depending on their structure – not only has various productivity, but is characterized by its fluctuations (fluctuation) as *growth/decline in production*.

STUDYING of a phenomenon known as «brain drain», showed: one of the reasons of emigration is the desire to accelerate life. One prosper thanks to fast rate of life, it causes disgust in others: in the desire «to get rid of this bedlam» they take extreme measures[10]. Rate of work is connected and about a phenomenon «works with prokhladtsy» (F. Taylor) who correlate to *a restriktsionizm* today – a form of resistance of workers to change of performance standards. The analysis shows that *the restnriktsionizm* is the phenomenon which is beyond a lodyrnichestvo or group bail. Here the answer to a question who controls the speed of labor process – organizers or direct participants means? In particular, it is established: if someone escapes forward or gives in to admonitions of administration, it is exposed to group pressure as the violator of group solidarity. Its basis is «normal» (i.e. accepted for most of workers) development level: it is reached by decrease of intensity of work to the level of the least productive workers[11]. Not casually, for example, in Japanese firm membership is won by passing through selection tests: the group[12], *most uniform* in abilities, is formed.

CAN point results of the analysis of professional selection to an assessment of «normal» development of the unproductive worker. They show that at «successful» professional selection labor productivity of people increases for 20-40%, apart from its high quality indicators and low level of fatigue[13]. If to mean *pressure* phenomenon *in* group, it is possible to draw a conclusion: cumulative workers like «C(A↔A)» and like «C(B↔B)» don't differ in intra group pressure between their members. But they differ on I will equal productivities: productivity like «C(A↔A)» for 20-40% exceeds productivity like «C(B↔B)». As groups are uniform (gomogenna) in structure, their productivity has *an average* value which labor experience, etc. influences, in particular. But in a case with the cumulative worker like «C(A↔B)» «limit» labor productivity takes place. The fact of professional selection shows: the worker like «C(B↔B)» not in forces to increase productivity work by 20-40%, but the worker like «C(A↔A)» is able to lower it. In other words, at non-uniform (heterogeneous) on structure of participants of the cumulative worker like «C(A↔B)» there will be «limit» productivity: «C(A↔B)=B←A». As A.A. Bogdanov wrote, there is a law: «… durability of a

[8] Collins, R. Sotsiologiya of philosophy: global theory of intellectual change / R. Collins. – Novosibirsk: Siberian chronograph, 2002. – P. 98.

[9] In the same place. – P. 137.

[10] Toffler, A. Futuroshok / A. Toffler. – SPb.: Fallow deer, 1997. – P. 32.

[11] Radayev, V. V. Ekonomicheskaya sociology: studies. a grant for higher education institutions / V. V. Radayev. – M.: Prod. house of GU HSE, 2008. – P. 291.

[12] Dore, River. Distinctions of Japanese and Anglo-Saxon models of capitalism / R. Dore//the Analysis of the markets in modern economic sociology. – M.: Prod. house of GU HSE, 2007. – P. 71.

[13] Myalkin, A.V. Abilities and needs of the personality: dialectics of formation / A.V. Myalkin. – M.: Thought, 1983. – P. 62.

chain is defined by the weakest link, squadron speed – the most low-speed ship»[14]. Between the speed of actions of the worker and productivity there is a direct link: productivity reminds speed; if in one case speak about distance unit in unit of time, in other case – about productivity in unit of time[15].

PRODUCTIVITY of the single worker like «A(p+c)» not simply for 20-40% exceeds productivity single and «B(p–c)»: excess – in the context of ideas of the human capital[16] – makes «a rent of abilities» which is appropriated by their owner, that is the individual. The scheme (model) of action remains and at the level of the cumulative worker like «C(A↔A)» in relation to the worker like «C(B↔B)». And it is a consequence of choice of profession, which essence a rentoobrazuyushchy factor. If it is about the cumulative worker like «C(A↔B)», as a rentoobrazuyushchy factor professional selection, when «C(A↔B)=A↔A» will act. Here usually rent of abilities is identified with an enterprise rent as there is a subject, object and the purpose of the professional selection understood in «narrow» sense of the word. The subject of professional selection is absent when professional selection at the level of society or in «broad» sense of the word takes place. In this case two circumstances are important: the choice of profession and its general character which, «blocking» action of the law of a «weak» link, in this regard becomes a factor of investment rents for development of society in the form of social and economic and educational rents (superincome).

SO, labor productivity of joint (group) activity is the process connected with «transition» (transit) of speed of actions of participants to its speed. The structure (compression, or «crush» – structural crunch) «transition» (R. Collins) in the mode autodynamic (emerdzhentno) regulates growth/recession and fluctuation (fluctuation) of productivity of economic life of society as a factor of its blossoming / degradation (a vector of nonlinear development).

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