

специалистов, с трудовым стажем от 5 до 10 лет, или тех, кто поменял недавно работу, индексы имели умеренные значения. Те, кто работает более 10 лет, значения индексов были максимальными, что, согласно проведенному исследованию, говорит о критической ситуации у этих специалистов в области профессионального выгорания, которая требует решений.

Конечно, результат исследования достаточно предсказуем. Однако, если посмотреть на это под углом управленческой деятельности, то можно сделать ряд предположений.

Согласно Закону об Охране труда Республики Беларусь на руководителя возложена ответственность за создание здоровых и безопасных условий труда [1]. Проведение таких опросов в коллективе – это, во-первых, своеобразная профилактика несчастных случаев на производстве. Ведь, очень важно в каком эмоциональном состоянии специалист приступает к своим непосредственным трудовым обязанностям. Во-вторых, это проявление заботы руководителя о каждом работнике и о коллективе в целом. В-третьих, подобная практика, дает возможность проанализировать насколько специалист эффективен в своей трудовой деятельности. В-четвертых, это срез эмоционального, психологического климата в коллективе непосредственно в настоящий момент, вызванный, например, принятием руководством какого-то управленческого решения, распространяющегося на весь коллектив.

#### **Список использованной литературы**

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#### **ADVANTAGES AND LIMITATIONS OF DISTANCE LEARNING FOR STUDENTS IN THE CONTEXT OF THE COVID-19 PANDEMIC**

**Key words:** distance learning, student, teacher, educational content, Internet, pandemic.

**Ключевые слова:** дистанционное обучение, студент, преподаватель, образовательный контент, интернет, пандемия.

**Abstract:** the article substantiates the necessity of using distance learning in

modern conditions, analyzes the advantages and limitations of distance learning. The author points out the directions of further development of distance education, including those related to innovative developments in the IT industry.

**Аннотация:** в статье обосновывается необходимость использования дистанционных форм обучения в современных условиях, анализируются достоинства и ограничения дистанционного обучения. Автором указываются направления дальнейшего развития дистанционного образования, в том числе связанные с инновационными разработками в IT-отрасли.

The Covid-19 pandemic has significantly affected the living conditions in society: it is necessary to take care of social distance, limit contacts between people, and their participation in events with a large number of participants. The education system was also forced to quickly restructure, abandoning group forms of work in classrooms and moving to the use of various resources for distance learning. To ensure effective interaction in distance learning, a large set of tools is used: interactive computer programs, platforms, messengers, social networks, email, etc.

Distance learning involves learning with minimal direct interaction with the teacher, with an emphasis on independent work of students. At the same time, free access to educational content is provided.

The undoubted advantages of distance learning are:

- the ability to study anywhere. Students have the opportunity to study from the comfort of their home or office, from anywhere in the world. To start training, you only need to have a computer (smartphone) with Internet access. There is no need to visit an educational institution every day, which often demotivates students;
- mobility. It is more effective and faster to consult with a teacher via email, messenger, or video call than to schedule a personal meeting;
- the ability to learn at any time. The student has the opportunity to independently decide when and how much time during the day, week, semester to allocate for studying and repeating the material;
- the ability to learn at a convenient pace. You can return to the study of more complex tasks, play video lectures an unlimited number of times, reread correspondence with the teacher, etc.
- the ability to combine work and study, as well as receive another education in parallel;
- high learning outcomes. Most of the educational material is selected by the student and studied independently. This contributes to better memorization and understanding of the topics being studied. Thanks to the introduction and use of the latest technologies in the learning process, the process itself becomes more exciting, lively and interactive, and brings satisfaction;

- availability of training materials. The student can find all the necessary literature and additional materials on the website of the educational institution or receive them by e-mail;
- reduced financial costs;
- individualization and differentiation of training. The introduction of remote technologies is suitable for the organization of a personal approach, which increases the effectiveness of the educational process by taking into account the individual cognitive needs of the student, as well as the possibility of choosing a task that corresponds to the potential of its development.

However, distance learning is not without its drawbacks and some limitations:

- requires a developed cognitive motivation. Almost all the educational material is mastered by the student independently. This requires the ability to learn without constant external control, as well as the skills of time planning, a high level of responsibility, self-control and self-organization;
- not suitable for developing communication skills. In distance learning, students' personal contact with each other and with teachers is minimal, which reduces the possibility of developing communication skills in the educational process;
- it is difficult to gain practical experience. Teaching special subjects with a large number of practical classes that require the use of equipment will be difficult with distance learning;
- there is a problem identifying the user. Until now, the most effective way to find out whether a student has passed the exams or completed the test on their own is video recording, which is not always possible due to technical equipment problems;
- insufficient technical equipment and computer literacy of teachers and students. In remote areas, there is a special need for distance learning, but not everyone who wants to study in the province has a computer with stable Internet access. Teachers and students often do not have sufficient skills to work with applications and built-in functions, with electronic resources;
- low psychological readiness for distance learning. Teachers often find it difficult to adapt to a new form of work for them, show conservatism, do not want to prepare educational materials for distance learning, preferring to be a «talking head». Students with low academic motivation often stop studying, ignore classes, and do not complete the proposed tasks in the conditions of the apparent lack of control on the part of teachers.

Some of the problems associated with the development of distance learning should be addressed at the moment:

- engage in a comprehensive solution to the problem of technical equipment of educational institutions;
- train teachers and students who are not ready for distance learning;
- introduce interactivity elements into the developed electronic educational and methodological complexes;
- develop the motivation of students' learning activities, including through various forms of presentation of educational material, increasing its visibility. Traditional lectures cannot be used in distance learning due to their low effectiveness in the absence of direct contact with the audience;
- create an inter-university center for assessing the quality of electronic resources, for training teachers;
- to draw the attention of companies operating in the market of innovative technologies to the problems of improving the effectiveness of distance learning.

As part of the educational process, it is necessary to provide an opportunity for students to communicate with the teacher (in the form of Internet consultations, webinars, chats, etc.). It is necessary to diversify the content of practical tasks (for example, business games, psychological diagnostics, creative control works, project tasks, etc.). For greater efficiency and effectiveness of learning control, practical tasks should be individual, taking into account the educational needs of the student. In general, virtual communication has become a familiar form of interaction for modern students, so they see more advantages than limitations in distance learning. It is more difficult for teachers to change the position of «transmitting knowledge and experience» to the position of learning new forms and technologies. However, reality imposes on us the norms of social distancing, so, despite the resistance of «conservative teachers», their confidence that the student is not capable of independent work, distance learning will have to be developed. The competitive struggle of educational institutions requires keeping up with the times, flexibly adapting to new requirements, looking for new educational strategies, methodological techniques and technical solutions, developing the information culture of all participants in the educational process. The pandemic will soon come to an end, and distance learning will develop, providing more and more accessibility, flexibility, and personalization of educational services. Progress in the creation of artificial intelligence, robotic systems and virtual network technologies will allow you to create new educational content that is available at any time for students of any age.