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## **ECONOMIC EVALUATION OF THE MECHANISM IMPLEMENTATION FOR PROFESSIONAL COMPETENCES FORMATION IN HEALTH CARE**

**Galina Barkovskaya**

Postgraduate Student of Human Resource Management Department  
in Southern Federal University  
Rostov-on-Don, Russia

**Abstract.** The article examines the results of the introduction the elements of the mechanism for the professional competencies formation in health care in the scientific and educational cluster conditions. The importance of the projects implementation effectiveness analysis in the field of human resource management and the changes assessment in competencies resulting from socio-economic impacts aimed at increasing the employees' competencies level is shown. The author analyzes modern approaches to the composition and content of professional competences, draws a conclusion about the lack of effective tools and models for assessing competencies and their impact on the organizational performance. The Gilbert's "engineering approach" application to the changes in competencies effectiveness assessment is grounded, according to which a measure of value can be described as a ratio of productivity to costs. The effectiveness of a measures set is shown on the example of ten health care institutions in Rostov region in the proposed approach framework of the professional competencies cascading formation. The evaluation of performance was carried out according to the following indicators: indicators: length of staying at hospital; the treatment-and-prophylactic establishment for medicines costs; treatment cost; total cost; the treatment for one illness case costs and the total cost of one case treatment. For all indicators there was a decrease in costs, which proves the effectiveness of the mechanism proposed by the author for the professional competencies formation.

**Keywords:** competence assessment; the health care sector; professional competencies formation; economic efficiency; competence.

**JEL codes:** O 15; I 15.

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## Contact

Galina Barkovskaya  
Southern Federal University  
107-88, Gorkiy Str., 344002, Rostov-on-Don, Russia  
[odbplan@icloud.com](mailto:odbplan@icloud.com)