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WAYS OF IMPROVING THE LINGUISTIC COMPETENCY OF IT SPECIALISTS

The modern globalized world requires every IT specialist to be fluent in a foreign language, in particular, English. The reason for this is the growing multiculturalism and multilingualism of the IT industry. Successful IT companies are trying to expand their customer environment around the world. That is why every modern IT specialist should be able to effectively interact with people belonging to different cultures and countries.

However, such desirable interaction is impossible without overcoming certain obstacles. Because of them, specialists can miss the project deadline, have budget problems, or fail at all. The main obstacles are language barriers, differences in cultural values and different approaches to communication.

Therefore, linguistic competence is a mandatory career requirement in any IT field. Its importance cannot be overstated. The main advantages of linguistic competence include (Kolotiy, 2019):

1. Increasing the effectiveness of communication
2. Acceleration of career growth

3. Ability to understand the cultural background of colleagues and clients

4. Improving customer orientation of business.

Of course, achieving a high level of linguistic competence cannot be easy either. The following problems will hinder the IT specialist (Lukyanova, Daneykin, Daneikina, 2015):

1. Language barriers. When a specialist cannot speak quickly and clearly, as well as understand the speech of a colleague from another country or culture, this can lead to misunderstandings and significant errors in work. There are known cases when developers were fired for this reason.

2. Cultural differences. In the modern world, people whose native language is the same often belong to different cultures, have different moral norms and values. Such multicultural communication can be not only difficult, but also generate conflicts.

3. Differences in communication style. Culture directly affects a person's openness in communication, his attitude towards the collocutor. Thus, representatives of different cultures may be offended by each other because of other people's misunderstandings.

4. Difference in local time. In international companies, colleagues can be in different time zones and live according to different schedules. This is especially relevant for Ukraine, where the lion's share of the IT business is outsourcing. IT professionals must create their own schedule of life, that will be different from their environment.

IT professionals who successfully meet these challenges usually have a great competitive advantage in the labor market.

To overcome these problems, one or more of the strategies for improving language competence should be used:

1. Language training is one of the most important components of the development of language competence. Every IT professional should take care of their

own continuous improvement in this area. Also, companies that care about their staff often organize training themselves, both in offline and online.

2. For better understanding representatives of other culture, you should learn cultural sensitivity. A multicultural environment requires its members to understand and respect cultural diversity. The acceptance that each person may have their own values, religious beliefs, etc., allows the IT professional to build effective relationships with people from multicultural environment.

3. To develop their practical skills, IT specialists can participate in various language exchange programs. There are both online and offline formats.

4. To significantly accelerate the growth of language competence, an IT specialist should choose language and cultural immersion programs. For this, companies can send employees on a long-term business trip.

5. The use of online resources for teaching language competence also has a significant impact. There are a large number of online resources every taste and for any purpose. There are online platforms for individual training, for conducting group classes, for speaking with native speakers, etc. Their main advantage is availability.

6. Programs to incentive employees to acquire language skills are a component of the domestic policy of many international companies. Incentives may include salary increases, bonuses, additional vacation days, use of working time for training, career growth, etc.

Linguistic competence is extremely necessary for any IT specialist in a globalized, multicultural and multilingual world. Only effective overcoming of problems and contradictions in this field will help him to create a long and successful career in an IT company.

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