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INTEGRAL CHARACTERISTICS OF THE PROFESSIONAL PERSONALITY AS A PSYCHOLOGICAL BASIS FOR EMPLOYMENT

Summary: It is studied that modern scientific approaches to the analysis of future socio-economic specialists' personalities define professionally important qualities, and most of the future socio-economic specialists' qualities can be formed and improved during the vocational training at higher educational establishments. However unfavorable qualities for the professional activities make impossible to achieve the less necessary level of a future specialist's professional success.

Анотація: З'ясовано, що сучасні наукові підходи до аналізу особистості майбутніх фахівців соціономічних професій визначають професійно важливі якості, переважна частина яких у майбутнього фахівця соціономічного профілю може бути сформована й удосконалена під час професійного навчання у ВНЗ, проте наявність несприятливих для професійної діяльності якостей унеможливує досягнення мінімально необхідного рівня фахової успішності майбутнього спеціаліста. Встановлено, що визначені інтегральні характеристики особистості професіонала є психологічною основою, необхідною у всіх видах діяльності, кожна з яких являє собою окрему комбінацію значущих особистісних якостей, істотних для успішної дії в межах тієї чи іншої конкретної професії.

Аннотация: Установлено, что современные научные подходы к анализу личности будущих специалистов социономических профессий определяют профессионально важные качества, большая часть которых у будущего специалиста социономических профессий может быть сформирована и усовершенствованная во время профессионального обучения в вузе, однако наличие неблагоприятных для профессиональной деятельности качеств делает невозможным достижение минимально необходимого уровня профессиональной успешности будущего специалиста. Доказано, что определенные интегральные характеристики личности профессионала являются психологической основой, необходимой во всех видах деятельности, каждая из которых представляет определенную комбинацию значущих личностных качеств, существенных для успешных действий в рамках конкретной профессии.

The formulation of the research problem. The process of the formation of professionally perfect individuality is simultaneously regarded as a manifestation of self-consciousness and as activities of the personality aimed at personal self-improvement. In modern psychological literature the basic laws and mechanisms of personality's professional formation, professional aspects of the structure of Me-concept are not enough studied, its main determinants are not clearly defined. In addition, only a small part of researchers: O.F. Bondarenko, I.V. Vachkov,

S.D. Maksymenko, V.V. Stolin, T.S. Yatsenko etc., having analyzed a wide range of practical psychology training, emphasize the need to develop methods aimed at developing Me-concept. The problem of the professional component of Me-concept of a student of higher educational institution and its transition to the component of a personality is comprehensively studied quite little.

The purpose of the article is theoretical research of integral characteristics of the professional personality as a psychological basis for employment.

Analysis of recent researches. The theoretical research of integral characteristics of the professional personality takes the basis of the concept of personality's professional formation and development of professional Me-concept (V. Bodrov, Z. Virna, Y. Klimov, M. Priazhnikov and others); the concept of self-consciousness and the problems of personality's development (B. Ananiev, L. Bozhovych, L. Vyhotskyi, O. Bodaliiov, V. Stolin and others); the concept of the nature of consciousness and personality's development during the activities (K. Abulhanova-Slavskaya, L. Antsyferova, H. Kostyuk, S. Maksymenko, S. Rubinshtein and others); the thesis about features of professional development of specialists in physical education and sports (N. Volianiuk, H. Babushkin, O. Konieieva, O. Perfilieva, V. Chichikin and others). The problem of formation of personality's professionalism in a variety of activities for psychology is very urgent. Analysis of scientific psychological sources in the professionalization of the personality certifies the theory of personality's professional formation involves the concept of personality's formation in activities as a professional, and the concept of managing the process of professionalization.

The main material research. Since the choice of profession is the basis of self-affirmation in society, one of the major decisions in life, the professional self-determination can be considered as the choice exercised by the analysis of the internal resources of the subject of occupational choice and correlation between them and requirements of the profession. The sense of the definition highlights the double-sided phenomenon of the career choice: on the one hand, the one who chooses (subject of the choice), and on the second – that is chosen (object of the choice). A subject as well as an object is characterized by a large number of fea-

tures, which is explained by the ambiguity of the phenomenon of choice of profession.

In psychology, a number of researchers keeps the point of view on the career choice as the determination of the type of labor. In this case, the subjects of research are, on the one hand, the characteristics of a person as a subject of labor, and on the other – the nature, content, type of labor and its object. Professional self-determination is understood here as the process of the development of the subject of work. Hence there is the conclusion: the career choice is correctly made if the psychological and physiological data of the personality meet the requirements of the profession [1].

The career choosing as a choice of kind of work is a common view, where the main determinant of the correct choice is considered to be the professional interest. But the object of interest – the image of the profession – is ignored [4; 5]. This approach asserts the activity of the subject in choosing a profession, but not the preparation to work.

The choice of profession is associated with past experience of the personality, and the process of professional self-determination takes place in the formation of the general "Me" image, determines the course of life. This approach requires consideration of a wide range of factors that influence the choice of profession. In addition, it allows you to focus on the time aspect – the past experience of the individual. An imagination of future, the image of the profession is not taken into account. At the same time the image of the profession has to become a factor in choice of profession, become the focus of individual life plans.

Today professional self-determination is a multidimensional process [2; 3; 4], which can be viewed from different points of view. Firstly, it is viewed as a series of tasks that society confronts the individual and that this personality should gradually

resolve within a certain period of time. Secondly, it is as the decision-making process by which an individual generates and optimizes the balance of his benefits and inclinations on the one hand, and the needs of the existing system of social division of labor on the other. Thirdly, it is as the process of formation of individual style of life, part of which is professional activities.

The psychology as a science has three main theoretical approaches to the concept of professional orientation. Stability and practical immutability of individual human qualities is the first approach that makes selection, which provides methods and success of its activities; here the focus is on the one hand, on the selection of people who have the abilities to a particular work, and on the other – on the selection of work, the most appropriate to individual qualities of a person. The directed formation of abilities is the second approach, based on the idea that the right quality can be produced in each person in any way. Both approaches are formulated differently, but their overall methodological shortcoming is that the identity and employment are seen as independent and confronting values, one of which necessarily subjugates another. The formation of individual style of activities is the third possibility, which follows from the principle of unity of consciousness and activities. This concept is based on the following assumptions formulated by Y. Klimov [4]. It is necessary to form the abilities taking into account the individual identity of the personality, i.e. internal conditions of development, along with considering external conditions (substantive and micro-social environment). Significant factors of professional self-determination are the age at which the choice of profession is realized, the level of awareness and the level of claims. An important criterion for the correct choice of profession is match-

ing human aptitudes and abilities to the requirements that this profession makes to the employee. The fundamental solution of some key aspects of the matter is contained in researches of O. Kovaliov, V. Miasyshev and B. Teplov on the issue of skills.

“The law of compliance” reflects the most common dependence that exists between inclinations and abilities. The observations, however, indicate that the origin and initial development of inclination are not always associated with the human need to implement their own capabilities [4]. Sometimes the image of the profession is made under the decisive influence of the values of the young man. One of the forms of professional orientation development consists in enriching its motives – an individual motive to increasingly broader set of reasons. In the concept of the image of the profession one can identify some parties expressing its content and dynamic characteristics. The completeness and the level of orientation can be attributed to the content part, and its intensity, duration and resistance – to the dynamic one. The completeness of the professional orientation refers to the range (diversity) of motives of benefits of profession [7]. The motives underlying the focus on the profession are heterogeneous in origin, nature of the relationship with the image of the profession. The professor Z.Virna [1] notes that in this context it is correct to separate, firstly, a group of motives that express the need that is the main content of the profession and its image.

The optimal development of professional orientation lies in raising of the depth and strength of the awareness of image of the profession. It is clear that without a fairly constant professional orientation it cannot be optimum interaction between man and the chosen work. Only under this condition the successful devel-

opment of creative and moral force in the process of human labor is possible. Thus, main indicator of labor is the meaningfulness and depth of professional interest considering its status in the system motives forming professional orientation [6; 7].

There are such personal qualities, the possibility of formation and development of which are limited, which are the subject of study and analysis in terms of professional qualifications. Many scientists define an important criterion for professional availability empathy as professionally important property for the specialist, and intelligence provides effective analysis of features and personality traits. It allows to overcome stereotypes (both personal and professional), it is the central mechanism for understanding the behavior of others. The parameters of professional unsuitability include: the existence of any mental pathology, high emotional instability, aggression, deep introversion, low empathy, communicativeness, poor logical thinking level and attention. It is important to take into account some other medical contraindications: speech defects, defects of vision and hearing, being not amenable to correction. All this makes it possible to note recommendations concerning the ways of accounting of professional competence of students in the development of a unified state system of requirements for the training of future specialists of socioeconomic professions; the introduction of the program of psycho-diagnostics and the development of personality's suitability of applicants for the effective professional choice and timely

professional reorientation. Successful implementation of the program of psycho-diagnostics and the development of personality's suitability of the future specialists of socioeconomic professions will increase the efficiency and quality of professional training in terms of training in higher educational establishments considering the potential of the development of promising students based on personality-oriented approach.

Conclusions. Nowadays young personality's training to the profession involves developing the ability to convert knowledge – sign systems on sensory-intuitive design – regulators of work and practical human actions. The psychological features of professional Me-concept of students-future specialists of socioeconomic professions are discovered, the dynamics of its transformation as a strategy to overcome negative existential conflicts and life situations are studied. The leading trend in the formation of professional Me-concept of students is to strain collective everyday life sector, activation of internalization and conformity, the presence of artificial pragmatism through social pressure and imposing life standards – strengthening of external control on the background of aspiration for self-development. Modern scientific approaches to the analysis of future socioeconomic specialists' personalities define professionally important qualities, most of which can be formed and perfected during vocational training in higher educational establishment, but the presence of adverse professional qualities makes impossible to achieve the minimum required level of a future specialist's professional success.

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