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**Мотрук Р.В.**

**ЭТНИЧЕСКАЯ ИДЕНТИЧНОСТЬ КАК ФАКТОР ПРОФЕССИОНАЛЬНОГО САМООПРЕДЕЛЕНИЯ ЛИЧНОСТИ: ОПЫТ СТРУКТУРНО-ДИНАМИЧЕСКОГО МОДЕЛИРОВАНИЯ**

*В статье обосновано место и роль этнической идентичности в системе «Я» личности – социальной, личностной, нарративной и профессиональной идентичности. Источников – 11.*

*Ключевые слова: этническая идентичность, социальная идентичность, личностная идентичность, профессиональная идентичность, нарративная идентичность.*

**Motruk R.V.**

**ETHNIC IDENTITY AS A FACTOR OF PROFESSIONAL SELF OSOBTOSTI: THE EXPERIENCE OF STRUCTURAL DYNAMIC SIMULATION**

*In article the place and role of ethnic identity in the system «I» am the person - social, personal, narrative and professional identity. Sources - 11.*

*Key words: ethnic identity, social identity, personal identity, professional identity, narrative identity.*

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**PROFESSIONAL PERSONAL MOBILITY: SOCIAL AND PSYCHOLOGICAL ASPECTS**

*The article reveals the phenomenon of professional mobility of the individual in social and psychological aspect. It is shown that professional mobility - is an integrative quality of the person, which includes: the current domestic demand for professional mobility, which combines behavioral, cognitive, and integrative components of personal and professional awareness of the process of individual mobility. Professional mobility as a complex construct simultaneously characterized by: the quality of the individual, human activity, the process of transformation of oneself and the environment. Sources - 7.*

*Key words: personality, professional mobility, behavioral, cognitive, integrative and personal components of the professional mobility of the individual.*

**Statement of the problem.** Most are in the process of training a person sees your career realization not by one but by several career scenarios: expansion of the existing to the full range of professional moving beyond the chosen profession. That commitment to professional mobility as dictated by societal demands and individual needs. Therefore, the formation of the individual occupational mobility is important as a scientific and social problem. In the scientific context of the category "professional mobility" needs clarification and specification. Scientist believe that any professional mobility, on the one hand - the social, and the other - its part as professional mobility is inextricably linked with society and education. And that mobility is one of the important qualities of the "expansion of life chances." As a professional teacher mobility, it is by definition the researcher, is the basis for the development of other types of mobility. Thus, the analysis of general approaches to the category of occupational mobility suggests that the phenomenon is rather the set of complex phenomenon that has no universally accepted definition today. According to the philosophical and anthropological positions mobility accumulates humanistic ideal of social transformation, to sociological - is focused on adaptive capabilities of individuals, the chances of career goals and motives of professional mobility, with psychological - is dominant openness to change, requiring flexibility of behavior, which lays need for self-actualization, from teaching - as a prerequisite for a successful career reorientation, re-evaluation of professional realities.

**The main material and research results.** Changing the professional environment has a significant impact on the stance of the individual, the program of its activities and future plans. Experts in the field of psychology maturity pay attention to the need for awareness of specific differences. Available contradiction can be summarized as follows: disparity between the requirements for this specialty and actual level of knowledge, the contradiction between the existing level of knowledge and the necessary social relations, social norms approved behavior, contradiction between the level of knowledge and new problematic cognitive tasks that arise not only because of the requirements of practice, but also because of the very. These crises occur without pronounced changes in professional behavior. However, the restructuring of semantic structures of professional consciousness shift to new targets, correction and revision of social and professional positions prepare change ways of doing business, leading to changes in relationships with others, and in some cases - to change profession. The factors that generate professional crisis, first serve socio-economic conditions. Often the crisis of professional development consistent with age psychological and social changes: deterioration of health, loss of efficiency, the weakening of mental processes, occupational fatigue, intellectual helplessness, a syndrome of "emotional burnout". Professional crises can occur when taking up a new post contests for vacancies, etc. In adulthood, the stage of professionalism comes a point where further development activities in variable conditions requires a radical break-up of regulatory approval and occupational stereotypes. A person should take professional action, show overtime activity, which can be expressed in the transition to a new educational qualification or a new, innovative level of performance. Another factor that encourages the emergence of professional development crisis may be growing socio-professional activity of the individual. In professional development taken to isolate the steps of: vocational education and training, occupational adaptation, primary and secondary professionalism and excellence. The transition from one stage to another is accompanied by a regulatory crisis. On their own professional crisis may not promote professional mobility only create social situation for psychological readiness for social movements. Often during the crisis professional direction of a person can be chaotic, uncontrolled and without a clearly perceived purpose and can not even gain inherent human form hyper mobility. As negative psychological effects may appear increased anxiety, the gap between the existing socio-psychological bonds and have not yet created new, frustration, tension in communication and so on. Should be based on the following criteria: job satisfaction and relationships in the team, success in work, psycho physiological "price" of labor. Also, as a sign of readiness to professional human activities can be considered as forming the main

regulators of mental activities, such as subjective image of the profession, identity, image and subjective subject-object relationship (professional identity). The study of these features is the following indicators: level of professional consciousness and self-awareness of functional status. People who get a second degree, a professional come in the secondary stage of professional development. Professional mobility in this period has a positive effect on the development of the whole person. Since excessive stabilization of all aspects of professional life can contribute to professional stagnation of the individual, conformity, passivity, apathy professional. In many cases, the quality and performance of productive activity leads to the fact that people "outgrow" their profession here - increasing dissatisfaction with themselves, their professional situation. Professional identity, formed at the stage of training, primary professionalization may suggest alternative scenarios of future career not only in this profession. The contradiction between the desired and actual career prospects leading to a crisis of professional career. And the best option professional mobile person's behavior is the intention of getting another higher education, immigration sentiment than to seek their professional self-realization. The next stage is characterized by creative and innovative level of performance of professional activities. The driving factor in the further professional development of personality is the need for self-realization in the new environment. Content analysis examined studies on internal and external conditions of the individual occupational mobility suggests that mobility of professional identity - is an integrative quality of personality that combines: the current domestic demand in professional mobility, which combines behavioral, cognitive and integrative and personal components, personality and self-awareness of the process of professional mobility. Men emphasize the frustration got to the profession, it is impossible to professional realization and consequently - low wages and poor working conditions without social guarantees. Women are encouraged to occupational mobility: the constant stress and tension too high professional requirements, dissatisfaction terms of communication, to objective reasons, they rank: job opportunity for a new profession, working without a safety net. Young professional mobility leads to dissatisfaction with communication range, limiting creativity too high professional requirements. For objective reasons include the opportunity to work on a new specialty, low wages and poor working conditions. Analysis of responses categories of respondents by age criterion allowed tendency to notice that among the consequences of occupational mobility among young people is important: the presence of the top prospects in life, new possibilities of self-realization, wider circle of friends, the opportunity to learn something new. As respondents and 40 significant are: awareness of own choice, the lack of clear perspective, increased responsibility for the future outcome of anxiety, fear, frustration, desirable results.

A questionnaire allowing to distinguishing three levels of professional mobility of the individual. High levels of occupational mobility characterizes the first group and that includes 48,9% of the total sample, including 53 women and 76 men. All respondents are included in this group, changed profession is characterized by a high level of guidance by changing professions subject to possess a prestigious profession in the labor market - 57,4% of respondents or obtaining a profession, as previous not satisfy - 21 % of respondents. Respondents in this group the average for their professional life 2.8 times changed jobs. Thus for 48,0% of them motif was changed careers, and for 27,9% - higher wages. The majority of respondents in this group (68,2%) did not feel negative emotions due to change of work (profession), on the contrary, they felt exaltation. Given that 12,4% of this sample reported that even without much experience changed their place of work and profession, stressed the absence of negative emotional reactions to changing professional "vector" and, conversely, if the previous situation lasted longer, it would have experienced negative emotional reactions. Group II was 29,5% with low levels of occupational mobility, including 65,4% women and 34,6% men. Among these, only 21,8% had to change the profession in life, with 14 of them explained it unnecessary professionals in the labor market. 60% of respondents in this sample did not change jobs before, so the average profiles for this position is 1,3. These respondents noted that it is difficult to have experienced a

change of work (profession) and long specialized to the new activity. Interviewed groups with low occupational mobility have stable installation on continuity profession and employment, and professional mobility is undesirable and is accompanied by negative emotional experiences and a long period of adjustment to a new job or a new professional environment. This group of respondents confirms our view that professional crisis does not always promote professional mobility. Based on substantive analysis of the responses were selected third group, which included 21,6% individuals. All respondents in this group changed the profession of 4,7 times, with 63,2% of them explained that previous profession is not liked, and 54.4% dreamed about this profession since his youth. A characteristic feature of this group is rather young age of the respondents, on average - 24, 5 years. The reasons for this are: conflict with management (49,1%), higher wages in the new place (36,8%), reduction of positions (14%). Thus, for hyper mobility personality conflict with management is the reason for the decision to change jobs, but thinking about the subject of self-employment in the existing situation. In terms of the analysis of dominant emotional beginning, not rational judgment. Research has shown that gender can be distinguished characteristics of mobile professional individual. High professional mobility has no pronounced differences by gender (compared proportion of representation in the group of men and women  $\varphi^* = 0,29$ , no difference). At the same time, the group of respondents characterized by reduced mobility, the proportion of women was significantly higher than the proportion of men (with  $\varphi^* = 2,63$ ;  $p \leq 0,003$ ), and the hyper mobility group of respondents, however, significantly predominant proportion of men (with  $\varphi^* = 2,64$ ;  $p \leq 0,003$ ).

Conclusions. Reveals the phenomenon of professional mobility of the individual in social and psychological aspect. It is shown that professional mobility - is an integrative quality of the person, which includes: the current domestic demand for professional mobility, which combines behavioral, cognitive, and integrative components of personal and professional awareness of the process of individual mobility. Professional mobility as a complex construct simultaneously characterized by: the quality of the individual, human activity, the process of transformation of oneself and the environment.

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**Пілецька Л.С.**

#### **ПРОФЕСІЙНА МОБІЛЬНІСТЬ ОСОБИСТОСТІ: СОЦІАЛЬНО-ПСИХОЛОГІЧНИЙ АСПЕКТ**

*В статті розкривається феномен професійної мобільності особистості у соціально-психологічному аспекті. Показано, що професійна мобільність - це інтегративна якість особистості, що включає: сформовану внутрішню потребу в професійній мобільності, яка поєднує в собі поведінковий, когнітивний та інтегративно-особистісний компоненти, а також самоусвідомлення особистістю процесу професійної мобільності. Професійна мобільність як складний конструкт одночасно характеризує: якість особистості; діяльність людини; процес перетворення людиною самої себе і оточуючого середовища. Джерел – 7.*

**Ключові слова:** особистість, професійна мобільність, поведінковий, когнітивний, інтегративно-особистісний компоненти професійної мобільності особистості.

**Пилецкая Л.С.**

#### **ПРОФЕСИОНАЛЬНАЯ МОБИЛЬНОСТЬ ЛИЧНОСТИ: СОЦИАЛЬНО-ПСИХОЛОГИЧЕСКИЙ АСПЕКТ**

*В статье раскрывается феномен профессиональной мобильности личности в социально-психологическом аспекте. Показано, что профессиональная мобильность - это интегративное качество личности, включающее: сложившуюся внутреннюю потребность в профессиональной мобильности, которая сочетает в себе поведенческий, когнитивный и интегративно-личностный компоненты, а также осознание личностью процесса профессиональной мобильности. Профессиональная мобильность как сложный конструкт одновременно характеризует: качество личности, деятельность человека; процесс преобразования человеком самого себя и окружающей среды. Источников - 7.*

**Ключевые слова:** личность, профессиональная мобильность, поведенческий, когнитивный, интегративно-личностный компоненты профессиональной мобильности личности.

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