

Determination of personality factors of professional burnout of employees of the State Tax Service of Ukraine gives new opportunities for the prevention and correction of its negative consequences.

Keywords: professional burnout, personality factors, emotional exhaustion, depersonalization, reduction of personal achievements, the State Fiscal Service of Ukraine.

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SELF-IDENTIFICATION AS AN IMPORTANT FACTOR IN PROFESSIONAL REALIZATION

Drozdova Yu.V., Kolot L.A. Self-identification as an important factor of professional realization. The article is devoted to theoretical and methodological results of research aimed at solving an urgent problem of our time – professional self-identification. We found out that professional self-identification is a multidimensional, multi-step process which is regarded as a series of social problems, as a gradual decision making process, as a process of professional development with an individual style and performance assessment. In psychological terms this problem is mainly connected with the study of patterns of the operational structure of the activity in the process of professionalization and depends on the individual and group common features of personal sphere and development. Experimental studies have revealed the peculiarities of the professionally important qualities dynamics during the entire career. In ontogenesis the most stable qualities are related to the typological characteristics of higher nervous activity: temperament, extra-introversion, neuroticism, emotional reactivity. According to most of the authors, components of professional self-identification include professional orientation (professionally important motives, professional interests and awareness, selective positive attitudes towards the profession), professional identity, plans and intentions.

Thereby the analysis of research studies on the nature and structure of professional self-identification allows identifying such structural components as value, informational, emotional, moral, controlling and adjusting, and career planning. The formation of a highly qualified specialist is only possible with rather high level of professional self-identification.

Keywords: professional self-identification, professional self-realization, personality, professional formation, components, professionally important attributes, professional identity.

Дроздова Ю.В., Колот Л.А. Профессиональное самоопределение как важный фактор профессиональной реализации. Статья посвящена феномену профессионального самоопределения. Выяснено, что профессиональное самоопределение является многомерным, многоступенчатым процессом, который рассматривается как серия общественных задач, как процесс поэтапного принятия собственных решений, как процесс формирования личности профессионала, его индивидуального стиля и оценки деятельности. Детерминация самоопределения рассматривается как соотношение внешней и внутренней обусловленности активности человека, как основной механизм профессионального развития. Проведенный анализ научных исследований относительно сущности и

структуры профессионального самоопределения личности позволяет выделить следующие структурные компоненты: ценностно-нравственный, информационный, эмоциональный, морально-волевой, контрольно-корректирующий и профессионально-плановый.

***Ключевые слова:** профессиональное самоопределение, профессиональная самореализация, личность, профессионал, формирования, структурные компоненты.*

Introduction. The choice of profession is one of the most important strategic decisions in life being a difficult and complex problem. The process of professional self-identification ends with the achievement of a stable position in a particular professional field and the formation of beliefs, principles, values, motivation and professional orientation (B. Ananiev, B. Lomov, V. Bodrov, V. Krainyuk, V. Osodlo, G. Kostiuk, E. Mileryan, L. Verbitskaya, L. Karamushka, M. Korolchuk, M. Savchyn, O. Kredentser, S. Maksymenko, S. Myronets, T. Scherban).

The process of individual development in relation to the character of work is quite specific and based on a number of personal factors.

It should be noted that this development aims at ensuring adaptation to the specific and typical, regional and life conditions leading to the formation of stable personal features specific for most activities.

Unreasonable career choice leads to such undesirable consequences as low productivity, work errors, dissatisfaction and depression, general economic expenditures for reeducation and retraining. By contrast, correct career choices make staff turnover 2 to 2.5 times lower, increase productivity by 10-15% and make the cost of training 1.5 to 2 times cheaper (I. Nikitin, L. Karamushka, L. Pomytkina, M. Korolchuk, O. Kredentser, O. Fil, S. Myronets).

Analysis of latest research and publications. The study of the problem of identity formation in connection with professional activities, development of theoretical and methodological approaches and decisions are based primarily on the achievements in the field of personality psychology, work and organizational psychology. Representatives of different psychological schools focused their research on studying personality structure, various mental formations and their functions, as well as different personal features development factors.

Formation of the professional activities subject is the result of his / her complex individual development, preparation for entering the world of professions and adaptation and improvement of professional skills. This is connected with new requirements for the subjects' professional competence. At the same time the competence level, i.e. the extent to which the identity meets these professional requirements, is a factor that determines the subjects' development [1; 4; 6; 7].

Most works on professional development state that an important factor in this process is the transformation of individuals' life and the emergence of personal professional positions. Understanding the professional self-identification as an integration of work activity into a coherent system of its different manifestations, it seems reasonable to consider this type of self-identification as one of the main mechanisms of professional development [2; 5; 8; 12; 16].

The aim of the research. Based on the results of a theoretical and methodological analysis of scientific approaches, to determine the content, structure and features of future specialists' professional self-identification.

Discussion and results. The essence of professional identity formation can be reduced to the following main statements:

1) "Personality is manifested in the profession" - in the process of professional development, finding his / her own place in the society, achieving material and spiritual goals and meeting personal cognitive interests;

2) "Personality develops in activities" - the formation of individuals' profession-relevant qualities (physical and personal), expansion of their world outlook and development of the forms and content of their interactions.

In psychological terms, this is mainly connected with the activity operational structure patterns in the process of professionalization and depends on common individual and group features (motives,

interests, abilities, emotions, professionally important attributes) at different stages of professional development and in different activities [1; 2; 3; 9; 16].

The professional aspect of the problem is characterized by causal relationships between activity's efficiency, reliability, security and psychological characteristics of the subject of activity in the process of his / her professional development.

The focus of studying the physiological characteristics of professional identity formation is on the problem of functional adaptation, physiological mechanisms of work regulation and capacities of the organism in different work settings.

Medical aspects of the problem include individuals' occupational health (occupational diseases) and longevity in relation to the work content and work conditions and individuals' fitness (mental, physiological, etc.).

The problem of professional development and personal competency has distinct and, to some extent, independent aspects of theoretical and practical nature. Theoretically this problem is linked to the psychological concepts of personality and personal self-identification at different stages, etc. The applied aspect of the problem deals with individuals' professional orientation (and reorientation) and solving problems of psychological selection (recruitment, selection, staffing, expertise, etc.), staff distribution, professional training and retraining, socio-psychological adaptation, psychological support, etc. [4; 6; 15].

The perception of oneself as a professional is generally regarded as an objective measure of the process of professional self-identification. Changes in its structure are due to the changes in the individuals' attitudes to themselves as professionals at the motivational, cognitive, emotional and behavioral levels.

The most important drawback of the traditional approach to the assessment of professional competence is the idea of the human as an unchanging set of features and psychological attributes. Currently, it is obvious that professional competence is an individual's attribute that can be developed. One can observe regular changes in work content and conditions which set new requirements that stimulate professional development.

The measure of personal attributes and personality types varies with different personality types and types of development.

According to most researchers, the study of professional identity formation should begin long before the entrance into the profession, from an early age.

Experimental studies have revealed the characteristics of the professionally important qualities development during the whole of professional life. In ontogenesis the most stable qualities are related to the typological characteristics of higher nervous system - temperament, extra-introversion, neuroticism, emotional reactivity [10].

However, personal qualities show high variability in professional activities. This, for example, is manifested in the formation and dynamics of professional self-assessment. At the stage of career choice making, the prognostic value of professional activities significantly correlates with individuals' general self-assessment. For a group of young people over 20 years of age it is generally a bit overestimated and generally plays a positive role. The leading role is played by the emotional component of self-assessment. At an early stage of training it certainly does not meet the objective conditions and decreases its stability, which contributes to its long-time formation. During the period of studying students form the estimation of educational activity success, which is then inadequately transferred into the professional activity [7].

Before discussing the structure of professional self-identification it should be noted that there are different approaches to studying personal values:

- cultural and anthropological (J. Barry, R. Benedict, M. Mead, N. Frieda, G. Yahoda) that considers the individual as a culture bearer;
- philosophical, which studies the content of values, their ontological status and relationship with other philosophical categories (L. Arkhangelsky, V. Windelband, I. Kant, A. Korshunov, L. Mikeshyna, R. Perry, R. Rikert, L. Stolovin, V. Tuharinov, M. Scheller);

- sociological, that treats value orientation as a specific component of the social system in connection with the norms and social importance (R. William, K. Klakhon, T. Parkos);
- psychological, that considers values as elements of consciousness (B. Ananyev, V. Bodrov, V. Brozhyk, B. Kruhlov, S. Maksymenko, S. Rubinshtein);
- socio-psychological that studies the role of values in the integration of social groups actions and their influences on behavior (E. Klimov, L. Kozhenivski, V. Kraynyuk, A. Krylov, M. Korolchuk, N. Pryazhnikov., O. Leontiev);
- psychological and educational that focuses on the role of value orientations in personality development (E. Volkov, N. Volkova, G. Zaleski, S. Maksimenko, S. Rubinstein, O. Timchenko, D. Feldstein).

Values have a regulatory function in professional self-identification, because on their basis an individual chooses certain social settings as objectives in a particular situation. Moreover, each value orientation in the real world has the only contribution to the identification of needs in something that is the result of the comparison of all value criteria for behavior in a given situation.

According to most researchers the components of professional self-identification include professional orientation (professionally important motives, professional interests, selective positive attitudes towards the profession), professional identity, plans and intentions. The development of professional self-identity is the formation of professional orientation, due to a set of social and cultural factors, education, as well as mental and social activities of the personality which is manifested by the mature internal position. Therefore, professional orientation is seen as a psychological mechanism of professional development of the individual. (B. Ananyev, V. Bodrov, E. Klimov, L. Kozhenivski, V. Kraynyuk, A. Krylov, M. Korolchuk, S. Maksymenko).

Professional orientation is referred to as an integrated dynamic attribute of an individual that is based on awareness of the profession and professional and professionally meaningful motives (V. Bolshov; L. Hvniyeva; B. Lomov, Y. Platonov). Psychological mechanisms of self-identification can be determined by multilevel structure of motives, values, capabilities and personal meanings that determine professionally important qualities (PIQ).

Formation of orientation is the main content of professional self-identification, which is a necessary condition for the emergence of selectively positive attitudes to the profession or its part. This relationship is determined by objective attitudes and reflects the type and object of activities.

Background of professional self-identification is caused by personal attributes, attitudes, feelings and aspirations that prevail at the moment (L. Bozovic).

In general, the term "professional orientation" includes certain aspects (N. Kuzmin) that have content-personal (completeness and level) and formal-dynamic characteristics (intensity, duration, stability, objectivity, specificity, resistance, valence, satisfaction, generalization).

The level of professional orientation is seen as the scope of the leading motive, personal sense (A. Leontiev), the objective and the essence of the profession. The main measure of the richness and depth of professional interest in the system of motives that form the professional orientation of the individual. The development of optimal professional orientation of the individual is about raising its level. High-level professional orientation is a system of strong motives that form the unity of the individual in the system of professional self-identification. Individuals' character traits and abilities are important for this, but individuals' dominant motives are the determining factor.

Most authors distinguish the following four levels of professional orientation: the initial level (an individual decides to train for a specific profession), the second level (an individual has a keen and stable interest in the profession), third level (an individual has a clear focus on the profession, strong interest and predisposition to it), fourth level (passionate admiration of the profession) [5, 6, 7].

Conclusion. Professional self-identification is a multidimensional, multi-phased process which is considered as a series of social problems, as a gradual decision making process, as a process of professional development with individual style and performance assessment.

The analysis of available research on the nature and structure of professional self-identification allows identifying such its components as value, informational, emotional, moral, controlling and adjusting, and career planning.

An important prerequisite of training highly qualified specialists is their development of high professional self-identification.

Further research. Our further research will focus on the creation of a monitoring system, psychological support for and training of different specialists.

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Дроздова Ю.В., Колот Л.А. Професійне самовизначення як важливий фактор професійної реалізації. Стаття присвячена розгляду феномену професійного самовизначення. З'ясовано, що професійне самовизначення є багатомірним, багатоступінчатим процесом, який розглядається як серія суспільних завдань, як процес поетапного ухвалення власних рішень, як процес формування особистості професіонала, його індивідуального стилю й оцінки діяльності. Детермінація самовизначення розглядається співвідношенням зовнішньої і внутрішньої зумовленості активності людини, як основний механізм професійного розвитку. Проведений аналіз наукових досліджень стосовно сутності та структури професійного самовизначення особистості дає змогу виокремити такі структурні компоненти: ціннісно-моральний, інформаційний, емоційний, морально-вольовий, контрольнo-корегувальний та професійно-плановий.

Ключові слова: професійне самовизначення, професійна самореалізація, особистість, професіонал, формування, структурні компоненти.

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