

## PSYCHOLOGY

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### **The issue of professional formation and development of future socio-economic specialist's personality**

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**Abstract.** In the article it has been envisaged, that when the future socio-economic specialists cognize themselves and form a definite attitude to themselves as future professionals, self-affirmation and change of self-rating promote better personality formation and professional development of a future professional personality. It has been proved that the harmony of a personality and professional maturity of a subject of labor is very important for personal development of a professional and his professional activities. It has been concluded that the future socio-economic specialists' professional personality formation is determined by the professional activities, which are the means of forming a subject of activity, and it may become a need, a purpose, value and sense of life.

**Keywords:** *professional, personality formation, future specialists of socio-economic professions, self-rating, self-assertion, self-regulation, self-determination, professional formation, professional activity*

**Introductory part.** Nowadays the urgent is the issue of grounding the psychological bases of the development of future socio-economic specialist's professional personality and various types of work and development of reliable criteria of a professional qualification of a person to the different types of work for today. Until quite recently, the psychological study of a future specialist's personality was directed both to search for specific individual psychological characteristics of personalities, which were required for a particular professional activity, and in creating a connection between vocational important qualities of an individual and specific requirements of professional activities. The mentioned issues also concern future socio-economic specialists' professional activities. In spite of different researches on the problem one cannot but note a definite fragmentariness of approaches to the contents and means of studying a personality of a future specialist of socio-economic professions as a subject of professional activity. We still have a lack of grounded knowledge about intrapsychic determinants of a professional self-determination of a future socio-economic specialist, about the structure and functioning mechanism of motivational semantic field as a primary factor of life perception, the regulatory content of which naturally leads to procedural and efficient performance of his professional experience.

**Overview of publications on the topic.** A number of researches dedicated to the study and analysis of professional activities of future specialists, their professionally important qualities, personality peculiarities and activity regulations have been done by O.F. Bondarenko, A.V. Dolynska, N.I. Poviakel, N.V. Prorok, O.S. Romanova, O.P. Sannikova, N.V. Chepelieva, N.F. Shevchenko and others. In the result of study of researches dedicated to the studying of the role of motivational semantic organization in professional formation of personality (Y.P. Ilyin, G.V. Lozhkin, S.D. Maksymenko, L.M. Mitina, M.S. Priazhnikov, V.V. Rybalka, V.A. Semichenko, B.O. Sosnovskiy, T.S. Yatsenko and others) we came to the conclusion that the significant chain of aspects of this issue needs an additional research, namely: A concept about regulatory functions of motivational semantic formations in professional experience of a personality has been uncovered insufficiently, an empiric argumentation of dynamic characteristics of a motivational semantic regulation of

professional realization style display is missing, an issue about the contents of specialists' realization of successfulness of indexes is still being discussed.

The **urgency** of this research is stipulated by an insufficient theoretical experimental studying of intrapsychic determinants of the process of professionalization of specialists, and also by the necessity of ascertainment of psychological regularities of the style display of motivational semantic regulation of professional realization of the socio-economic specialists.

**The purpose of our research** is a theoretical and experimental study of psychological characteristics and patterns of a professional personality formation of future socio-economic specialists.

**Theoretical and methodological framework of the study.** Having analysed national studies on the problem of psychological characteristics of professional personality formation of future socio-economic specialists it essential to select the following key areas, according to which the following study of such phenomenon is conducted: studying of professional self-determination processes in the direction of the common requirements to choose a profession (O.M. Borisova, K.M. Hurevych, V.M. Paramzyn, B.O. Fedoryshyn and others); studying of the age regularities of a personality formation (L.I. Bozhovych, V.V. Rybalka, T.V. Snegiriova, P.O. Shavir and others); studying of a place and role of abilities and interests in processes of self-determination (V.V. Yermolin, S.P. Kryagzde, D.I. Feldshtein, V.D. Shadrikov and others); formation of a personality as a subject of professional activity (M.R. Ginzburg, Y.O. Klimov, O.O. Konopkin, Y.M. Zabrodin and others); life and self-determination of a personality (B.G. Ananiev, Y.I. Golovakha, L.Y. Orban-Lembryk and others).

An integrated and systematic approaches using is provided by thematic analysis of the principles and methods of psychological bases of professional personality formation of future socio-economic professions specialists. A comprehensive approach includes, in particular, psycho-physiological analysis level of professions to solve psycho-technical problems of a professional selection and professional consultation (M.O. Bernshtein, O.K. Hastiev, S.H. Hellshtein, M.D. Levitov and others), and the systematic one is directed on the establishment of a concrete profession cor-

relation structure with individual characteristics of an individual as a subject of mental activity and action (K.O. Abulhanova-Slavskaya, V.H. Asieiev, M.Y. Boryshevskyi, A.V. Brushlynskyi, K.M. Hurevych, M.A. Dmytriyeva, Y.O. Klymov, S.D. Maksymenko, I.P. Manokha, V.V. Rybalka, V.O. Tatenko, T.M. Tytarenko and others).

In the direction of researches dedicated to the issues of a personality and professional activity consistency a personality formation process is examined as a subject of professional activities [3; 8; 9]. Thus the criteria of such consistency are successfulness, adaptability, satisfaction, identification of the image with a professional activity, understanding of a job as lifework (V.O. Bodrov, E.O. Holubyeva, K.M. Hurevych, V.V. Yermolin, V.D. Shadrikov and others). In a number of professional responsibility researches a subject of attention is an adequate self-rating formation, an ability to differentiate ideal and real aims in the process of a professional choice realization; the problem of life perspectives, programs, aims and forecasts of a subject of professional activity is explained (B.H. Ananiev, O.H. Asmolov, H.O. Ball, O.F. Bondarenko, Y.I. Holovaha, N.O. Lohinova, H.S. Lozhkin, B.F. Lomov, M.S. Prizhnikov and others). The problem of a professional personality development of a future specialist, formation of his professionalism in the context of modern humanistic approaches are successfully developed in the psychology of labor, achmeology, professional pedagogics, that finds its reflection in scientific work of S.Y. Batsheva, A.O. Derkach, Y.O. Klymov, T.V. Kudriavtsev, Y.P. Povarenkov, O.V. Romanova, V.V. Rybalka, V.D. Shadrikov and others. Fundamental bases of a renewal of higher pedagogical education, elaboration of theoretical and methodical bases of professional and pedagogical preparation of students are uncovered in works of V.P. Andruschenko, V.I. Bondar, O.V. Hluzman, O.A. Dubasenyuk, A.Y. Kapska, L.V. Kondrasha, N.V. Kuzmina, O.H. Kucheryavyyi, V.I. Luhovyyi, O.H. Moroz, O.M. Pyehota, V.A. Semychenko, V.O. Slasyonin, L.O. Homych and others.

In foreign psychology the differential diagnostic approach is based on the principles of differential psychology and experience of psychotechnic (M. Amthauer, A. Anastazi, R. Kettel, H. Myunstenberg, F. Parson, E. Strong and others), radical behaviorism (F. Skinner), "reciprocal determinism" behavior, cognitive field (A. Bandura).

The choice of a particular profession or field of work is explained in psychoanalytics by a principle of the subconscious structure of needs that arose at an early age. Freud, in particular, interprets a professional activity as a form of early childhood instinctual needs satisfaction through "the sewer" in a professional field of a libidinal energy. U. Mozer singles out the forms of operotropizms which have a sublimation nature and act as factors of professional development. Y. Bordin postulates a determinative influence of organic processes of an early childhood, which influence the professional choice while in modified forms. E. Row considers a professional choice as a direct or indirect satisfaction of needs, the content of which is caused by an early atmosphere of parental home, that form professional orientations and special abilities. Y. Bern believes that the life scripts and life strategies, which are planned at an early childhood under the influence of parents, determine the behavior of an individual in important situations of his professional life. In the context of a paradigm decision theory

the thesis of making a professional choice based on an orientation system in various occupational alternatives is grounded, that in cognitive theories of motivation is reflected in terms of expectation and motivation (H. Heikhausen), causal attributing and variable mode (J. Atkinson), level of pretention (L. Festinger), structural components of the decision making process (D. Tydeman).

The focus of a professional personality formation of future socio-economic professions specialist is the research results of psychological content of professional activities through: the number of structural components of activities – motive, purpose, activity planning, processing of current information, operational image (conceptual model), decision making, action, test results and correction of actions – which are interrelated and regulate the mental functions in the organization and implementation of activities (B.F. Lomov), model of the internal structure of the process of self-regulation functioning with the emphasis on such components as subjective model of significant conditions of activity, the execution program, the subjective criteria of activity successfulness, information on the real results, the decision to correct the system (O.O. Konopkin, B.S. Pryhin); psycho-physiological maintenance of professional competence, which includes intentional, operational, activation-regulated and the basic levels (H.M. Zarakovskyi, V.I. Miedvediev); psychological components of activity, that in unity of systemic and genetic processes explain the process of various psychological systems of professional formation (V.D. Shadrikov) [10].

The foundation of the concept of professionally important qualities (PIQ) of personality is the thesis of the need to study the whole professional personality through: the determination of his PIQ, their intercommunication and interference in the process of realization of specific professional activity, that let social models of profession be presented, samples of careers which are optimal for each type of professional activity and "professional personality type" that describe the specific profession in the best way (M.O. Dmytriyeva, B.F. Lomov, V.D. Shadrikov and others), the study of certain individual psychological characteristics of personality at work in the context of a detailed analysis of its professional competence and willingness to work as a measure of their chosen profession (V.M. Druzhinin, M.D. Levitov, V.V. Serikov etc.), personality and professional success (B.H. Ananiev, V.L. Marischuk, B.M. Teplov, S.L. Rubinshtein and others).

*The concept of an individual activity style* is based on the idea of professional success as a specific expression of an individual style forms (O.Y. Andros, V.I. Morosanova, B.O. Viatkin, V.O. Tolochev, M.O. Holodna, M.R. Schukin and others).

The concepts of self-regulation in the structure of personal qualities of a professional is the basis for the *psychological mechanisms of regulation of professional activity and self-regulation of mental state of a person* (Y.O. Klymov, Y.S. Nazhyvin, N.I. Poviakel and others).

*The models of a personal and professional structure correlation of a professional* take the leading role in the consideration of the efficiency of professionalization in the indexes of manifestation of semantic (interest in profession, the need for self-fulfillment etc.) and adaptive (prestige of profession, salary etc.) activity motives [2; 3;

7] (O.Z. Basina, Z.P. Virna, T.V. Kudriavtsev, V.F. Petrenko, V.Y. Shehurov and others).

*The periodization of a professional development of the personality* is considered in the context of a personality formation in ontogenesis as their subject (V.O. Bodrov, Y.O. Klymov, V.I. Tiutiunnyk, V.I. Lohinova, D.B. Elkonin, E. Erickson and others) and the development of this personality in professional life (D. Syuper, R. Heivherst).

Having analysed different approaches we consider the effectiveness of getting a professional experience is an adequacy degree derivative of a subject's display of a professional activity demands, proficiency of the subject, the nature of professional motivation and the level of individually unique methods of solving common life and professional problems. The formation of the professional activity subject is a consequence of a person's complex way of life, whose experience is an indispensable part of a professional growth [10]. Analysis of the main approaches to the study of a person's life (K.O. Abulhanova-Slavska, B.H. Ananiev, S. Byuler, V.A. Romenets, S.L. Rubinshtein, V.O. Tatenko, T.M. Tytarenko L.S. Vyhotskyi, P. Zhane and others) showed that a theoretical problem covers a number of other generalizing concepts: life style of a personality (A. Adler), personal identity (E. Erickson), feelings of a basal anxiety (K. Horni), "personality proprium" (H. Olport) life scenarios (E. Bern), gaining ego (Jung), "the phenomenon of exclusion" (E. From), self-actualization and transcendence (A. Maslow), searching the meaning of life (V. Frankle). Namely, in practical terms, this problem is related to the development and solving of the problems of a professional development of an individual within the ontogenetic research of life time perspective (V.H. Asyeyev, Y.I. Holovaha, Y.M. Zabrodin, I.S. Kon, Laktionov, O.O. Kronyk, N.O. Lohinova, I.P. Manoha, B.Y. Tsukanov and others).

Nowadays psychologists keep the tendency of an integral analysis of life and career way of the personality, which is reflected in the conceptual framework of holistic understanding of a person's existence and his lifestyle. It primarily gets its place in the interpretation of: such models of a professional behavior as adaptation and development (B.H. Ananiev), "social situation of a development" according to the emotional experience of the individual in crisis moments that change the direction of this personality's professional development (Y.O. Klymov) [4]; creative potential of a professional through the formation of such integral characteristics of a personality such as purposefulness, competence and emotional and behavioral flexibility (L.M. Mitina) [8]; harmonious manifestation of personal and professional development of an individual, based on the key synergetic patterns of a person's life activity (M.-L.A. Chepa), continuous process of a self-building of a personality throughout his life's way in the following stages of its restructuring as self-expression and self-realization (A.K. Markova) [7].

The analysis of the results of the structural-functional approach to the studied problem gave the reasons to deduce that the motivational-semantic regulation of a personal realization is one of the least studied in the psychological study of the subject. The structural and functional characteristics are noted to be the necessary means to implement the ideas of a meaningful self-identity of a personality as a subject of

spontaneous activity. Some practical issues of a regulation and self-regulation research in the national psychology, starting from the works of L.S. Vyhotskyi, where the scientist linked a specific human way of regulation when he created and used some indicative psychological tools, found its continuation in the theoretical and empirical works O.O. Bodaliev, M.Y. Boryshevskyi, B.S. Bratusia, B.V. Zeyharnyk, O.M. Leontieva, B.O. Sosnovskyi, K.V. Shorohova, V.Y. Chudnovskyi and others. In numerous psychological studies various aspects of self-regulation system are the subject of attention: a selection of self-regulation levels according to the acquired experience of a person and according to the level of self-awareness of his condition and the activity process (L.H. Dyka); functions of higher levels of self-regulation on the stage of a personality formation as the subject of his own motivation (L.I. Antsyferova) selection of typology of a personal self-regulation (K.O. Abulhanova-Slavska); the embodiment of style approach of behavioral self-regulation expression (V.S. Merlin).

The comparative analysis of the specifics of the regulation system building on the personal and active levels showed their close correlation: functional architectonics of activity comes to its reflection on a personal level that provides the appropriate level of regulation [2; 5; 9]. Heuristic of such approach is confirmed by numerous research results: 1) structural characteristic of meaning through the study: of a personal meaning, (O.M. Leontiev), of relationships (V.M. Myasyshev); higher formations of a personality structure (B.H. Ananiev), fixed setting (D.M. Uznadze), internal position of an individual (L.I. Bozovic), concept of the other person (O.O. Bodaliov), dispositional block (V.O. Yadov), stability of personality (V.Y. Chudnovskyi), and 2) the regulatory function of meaning through interpretation: self-determination of a person as a specific mode of his existence (S.L. Rubinshtein), affectively saturated meaningful experiences (P.V. Bassin), principle of significance (I.F. Dobrynin), a role in determining the significance of situational behavior strategies (V.H. Asieiev), the leading role of the process of meaning making in overcoming critical life situations by an individual (F.Y. Vasyliuk).

It is established that motivational and semantic formations of an individual are correlated as a single system of life regulation, forming within it relatively autonomous dynamic semantic systems, each of which includes a number of interconnected heterogeneous motivational and semantic structures and provides a semantic regulation of a certain life sphere, or of any particular activity act. The procedural characteristics of a professional experience is manifested in a gradual awareness by an individual the professional perceptual-cognitive blocks of activity and the conscious acceptance of requirements of practical activity as the acquisition of specific skills and abilities, and the productive one – in the feeling of satisfaction with the process of activity, including the formation of an according professional style which in the system of relations "person – person" has to play the role of a common lifestyle [2; 6; 9]. The main results and ultimate goals of the development process, the process of a professional personality formation is to achieve a high level of professionalism, competence and professional maturity [7], which is one of the results and, simultaneously, the indexes of a professional formation process. According to V.A. Bodrov [1], the professional

maturity is a property of the subject of labor, which is characterized by a high level of personal and professional development and is manifested in the high professionalism, skill and competence, and represents a personal correspondence of ideals, attitudes, values, the meaning of life and activity with the requirements of a professional, social and psychological environment [1], and thus the professional personality formation is not limited by the accumulation of knowledge, skills, abilities, work experience and mastery. A significant element of a psychological system of professional maturity is presented by such factors as the values and meanings of a professional activity, professional pride, conscience and honor. The system forming factors of a professional personality maturity are the professional self-consciousness (as a result of a professional personality development) and professional fitness of a subject of labor (as a result of his professional development and growth) [1].

**Conclusion.** Having analyzed the latest domestic and foreign researches we determined that the real professional should also be a mature person who has the ability to go beyond the social stereotypes, templates; who is able to withstand a strong pressure of negative social forces, able to transform his previous experience; find his special place in life and consciously or unconsciously take a position of

an active creator of his life; has the ability to set a "threshold" of satisfaction with material needs, consider them only as one of the life conditions, and most of his vitality direct to other, more ambitious goals. It has been proved that the harmony of a personality and professional maturity of a subject of labor is very important for personal development of a professional and his professional activities, which will make possible not only effectiveness and reliability of labor, but also the development of personality in activity, creation and formation of a standard concept "Metaprofessional", self-assertion, self-realization and complete adaptation of a specialist personality to the social and professional environment, thus the formation of a thoroughly developed, harmonious personality is focused. Summarizing the results of the research we conclude that the professional formation of a specialist's personality is a perpetual and complicated process of forming those qualities, based on individual and psychological peculiarities of a personality, which cause successful performance of professional tasks and the feeling of being satisfied with the work. It has been proved that the professional activity determines the development of a future socio-economic specialist's professional personality formation, which is a means of forming a subject of activity, and it may become a need, a purpose, value and meaning of life.

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#### Онуфриева Л.А.

#### **Проблема профессионального становления и развития личности будущего специалиста социэкономических профессий**

**Аннотация.** Автором исследовано, что познание себя студентами-будущими специалистами социэкономических профессий и формирование на этой основе определенного отношения к себе как к будущему профессионалу, самоутверждение и смена самооценки способствуют становлению личности и профессиональному росту будущего профессионала. Доказано, что большое значение для развития личности профессионала имеет гармония личностной и профессиональной зрелости субъекта труда. Сделан вывод, что развитие личности профессионала будущих специалистов социэкономических профессий детерминирует профессиональная деятельность, которая есть и средством формирования субъекта деятельности, и может стать потребностью, целью, ценностью и смыслом жизни.

**Ключевые слова:** профессионал, становление личности, будущие специалисты социэкономических профессий, самооценка, самоутверждение, саморегуляция, самоопределение, профессиональное становление, профессиональная деятельность