

Labour Market and Forms of Professional and Personal Socialization Support

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Abstract — The authors of this article by the example of the Irkutsk region analyze the problems of the modern labor market. The situation in regional labor market in many respects reflects the all-Russian trends and is characterized by polar processes: on the one hand, rather a high unemployment rate in different age groups, on the other hand, "staff shortage" in spheres of budgetary financing work is noted. The destructive processes in the social and labor relations are caused by a number of factors among which: negative balance of migration; growth of shady employment; dissonance of personnel potential and available vacancies; earlier experts burnout at the introduction stage in the labor relations. They also include the stage of professional training in the period of studentship; discrepancy between expectations of young experts and real working conditions and a constantly growing number of labor functions. There is scantiness of income in a number of work sectors the considerable number of professional migration and, as a result, aging of skilled workers in low-profit, but strategically important spheres of work. In the Irkutsk region staff shortage in education, health care, service of social protection, forestry, etc. is most notable. Such situation in regional labor market defines the need of radical measures for correction of work force reserves, engaging of young skilled workers and just as important, to their preservation and adaptation in collective. In the system of maintenance means, the mentoring institute proved rather high effectiveness for professional and personal socialization of the young specialist.

Keywords — *labor market, the young specialist, professional socialization, professional and personal maintenance, mentoring*

I. INTRODUCTION

Labor market is a marker of all social processes, reflecting the nature of the social and economic relations in the concrete region and the state in general. Regional labor market is some kind of micromodel of the modern social and labor relations of the state. The social instability of economy institute first affects the nature of work. Decomposition of the Russian society in the last two decades caused a number of destructive phenomena. Negative trends are caused by hypertrophied polarity of income of different population groups, marginalization of the population, "washing away" of the middle class from the stratification system, low labor productivity in the condition of the increasing work rates and an increasing number of labor functions. The modern labor market is characterized by simultaneous action of the opposite social and economic phenomena. The unemployment rate and the catastrophic

shortage of staff members in socially important but low-paid spheres of work are noted in the region. It is correlated with the all-Russian indexes (according to official statistics). "Staff shortage", firstly, is noted in the education system, health care, social services in which starting disposable income is almost identical to the minimum wage. The discrepancy among the salary amount and the number of labor functions, the duty of the official instruction, social and professional responsibility, psycho-emotional pressure causes a high level of professional migration, especially among young specialists. Disruptiveness of this process is evident not only in the shortage of staff, but also in considerable financial funds of the state spent on tutoring the students who changed the area of activities because of income scantiness and complexity of professional and personal adaptation at a labor stage during young specialist socialization. The development of labor market demand decreases negative processes occurring during training and integration of young specialists in the labor relations [1].

II. PROBLEM STATEMENT

According to data of official statistics, about 30% of young experts go to other professional spheres within the first year of work. According to experts teachers, coach-trainers, mentors and employers, professional formation and adaptation to requirements of duty regulations of the young specialist takes place within the first 3-4 years from the moment of employment [2] most of which often causes frustration in social behavior of the youth.

At early stages of the labor socialization young specialists, new grades as a rule have difficulties not in a volume of knowledge base, but they fail to use the gained knowledge in a concrete social and labor strategy. Despite already a rather long period of competence-based approach realization in education, these difficulties are not overcome. Moreover, in the conditions of document flow changes, permanence and maintaining the affairs nomenclature, increasing volume of labor functions when maintaining scantiness of the salaries in many spheres of work at the level of professional migration do not decrease. According to a fair remark of S. Bauman, "the problem of identity consists not in how to find the selected identity and to force other people around to recognize it (Luther's method), but what identity to choose and how to make other choices in time if the earlier chosen identity lost its value" [3].

In the Irkutsk region, these destructive processes are most notable in the budgetary spheres that in the modern Russia look economically unattractive, but they do not lose the social strategic importance. These spheres over the last twenty years are traditionally education, health care, service of social protection, forestry, etc. Then, for example, in 2018 sufficiency with medical staff in the area was 53% [4], 2019). In the current situation on the website of vacancies (ru.jobsora.com), there are 638 vacancies for teachers in the educational organizations of the Irkutsk region [5]. Obviously, such employment situation defines the need for radical measures for engaging young staff and their retaining in collective. In this regard, not only significance of financial support, raised payments, preferential mortgage, selection of office housing and other types of the material support of the young specialist should be noted. The role of the mentor who is able to render psychological and methodical support and technical assistance to the recruiter in the new professional environment is also of particular importance in such intense conditions of adaptation.

III. OBJECT OF RESEARCH

The object of this research is the maintenance forms of professionally-personal socialization of young specialists in the modern Russian labor market (by the example of the Irkutsk region).

IV. WORK PURPOSE

The purpose of this research is definition of mentoring institute adaptive opportunities in the system of professionalizing and professional-personal socialization of young specialists in the modern social and labor relations. Besides, research problems include development of offers for volume minimization of professional staff migration.

V. METHODS OF RESEARCH

The theoretically methodological basis of this research was the dialectic method, general scientific approaches and ways of knowledge applicable to this subject: systemic, comparative, structurally functional analysis. Besides, methods of the concrete sociological analysis were used (polls). The sociological survey "Selection criteria for the workplace" is conducted by the authors in 2007-2018 (sample volume – 845 respondent-graduates of higher educational institutions). The sociological survey "Degree of effectiveness of the modern pension system and social expectations of the population" was held in 2013 (sample volume – 224 respondent-representatives of young workers aged 20-29 living in the Irkutsk region).

VI. RESULTS AND DISCUSSION

It is apparent that the most productive means of professional adaptation of young specialists are the financial measures noted by the authors above. These means of maintenance of professional and personal socialization of the young specialist have objective character and larger potentialities during adaptation and integration into a new professional collective. Financial support for the entry-level teachers and doctors, additional grants for students-teachers and doctors during tutoring, office housing, preferential terms of mortgage lending

objectively are considerable at an early stage of adaptation. Nevertheless, it is also impossible to forget about subjective means of maintenance that more often find expression in revitalization of a mentoring institute.

Mentoring as a form of relationship between educational generations has a long history of development which defines a mentoring comprehension as "personally focused social and pedagogical process directed to an intensification of young staff adaptation in a workplace, creation of social and pedagogical conditions of continuity of the corporate competences by long-term practice and culture, branch values and collective achievements of the enterprise" [6].

Obvious functions of a mentoring system are vocational education; however, this type of activity is directed to moral, political and civil education. The early stage of professional-labor socialization includes *adaptation* stages (acquisition of duty regulations statement, norms of operating time regulation, the labor schedule), *stabilization* (understanding of the need of further professional advancement, scheduling and realization of professional competences development), *creative activity* (ability to innovative activity, realization of creative potential and its development in practical activities of the young specialist) [7].

The early stage of labor includes the following social roles of the mentor [8–10]:

- rendering psychological and methodical support;
- rendering assistance using the modern methods to the young specialist, methods and technologies;
- preparation of a carrier diagram and output of professional trajectories of the young specialist, his individual style of social and labor activity;
- promotion of the skill formed earlier and aspiration of the educational process continuity according to the modern trends of development of the educational line of life-long learning.

The institute of mentoring exists since antiquity, reached the active phase of development in the training system of young specialists and workers in 1970-80, when the normative and documentary regulation of graduates' work practice of secondary professional and higher education was made. The period of Post-Soviet society transformation is characterized by either the dark oblivion of the mentoring institute or formalization of this process. In the modern conditions the mentoring institute is reanimated, its social opportunities are still high in many professional spheres. This form of professional maintenance can be inefficient only in case the employer does not render the material encouragement of mentors when the master duty increases, but the salary does not. So that the mentor wished to work efficiently, he had to observe an increase in the accreditation indicators and in the bonus or stimulating extra charges.

The postmodern existential personality paradigm of education in combination with diffusion of the modern society produces the destructive forms of dynamics of the whole education institute, which defines the need of searching of the

most efficient cognitive and gnoseological models and ways of minimization of negative social factors pressure upon educational system.

The following forms of existential personalistic paradigms act at the present stage in the social institute of education: multisubjective reality; disintegration of a standard image of education; information priority over knowledge; expansion of horizontal mobility of the student; game plurality of subjects and objects; openness of an educational system. In these conditions the special significance belongs to initiative and activity of recipients of educational services, their involvement in management of the educational process, distribution of the "as long as and as wide as life education" model. Ensuring these processes is implemented using credit and modular technologies of the organization of the educational process with individual educational trajectories for each student.

The modern system of the social and labor relations is characterized by high speed of change of the events, which scuttle past experience and define the need for a permanent increase in qualification. Sociocultural dynamics defines rapid obsolescence of information, which causes the necessity for formation of habit of daily involvement in informative activity of new generations. The modern educational strategy focuses on acceptance and realization of the "education not only by as long as life, but also as wide as life" model. The objective, the pragmatism of thinking, vocational and vital guidance of the youth, which acquire types of rationality of postmodern, often become a barrier on the way to gradual overcoming difficulties, early adaptation to the socialization labor stage [11]. In the simplest terms, the young man is not ready to sacrifice the present for the sake of the hypothetical "bright future" ("here and now" is more important than "tomorrow"). Difficulties of productive realization of this model are explained by the objective reasons (the real low income of the population, a high level of social stratification, unemployment and the relative social mobility) and the subjective reasons (plurality of indifference of students, brevity of vital plans, the diffused nature of social interaction) [12].

The role of mentoring is especially important in those spheres where professional migration, scratches of a professional burnout is high and higher psycho-emotional pressure is required. Functions of the mentor today in the conditions of dynamic changes in technological processes are bound not only and not just with transfer of experience of concrete operation realization, labor function but also with formation of profession culture, acquaintance with specificity of the labor process, features of consumer audience, provisions of professional ethics, the structure of the organization, etc. The role of the mentor is most significant at a stage of adaptation to new conditions, especially in a situation of unfairly overestimated requirements and the considerable amount of works presented to the recruiter.

Mentoring is focused on creation of comfortable working conditions, on improvement of a psycho-emotional relationship "the young specialist – the mentor – the organization", on rapid implementation in a circle of professional tasks, and of course, inducing the need of the young employee for self-organization

and self-improvement and also professional and personal self-realization.

Due to the above, it appears that the system of mentoring has to enter the model of a complex motivation system of staff concerning productive activity. This model has to include not only social and economic, but also social and psychological processes. According to requirements for the modern management and facility-management, the system of multidimensional assessment of qualities and results of activity of personnel is based on accounting of several following aspects at once. *Marketing* - formation of the optimum relations with contact groups, for example, timely informing. *Economic* - the financial encouragement, application of incentive side benefits, indirect economic incentives. *Organizational* - the system of communications, the adjusted personnel management, accounting of opportunities not only vertical, but also horizontal mobility, scheduling, candidate pool. Social and psychological - moral motivation, establishing optimum communication of the management and personnel, monitoring of action of a motivation system, production/professional education, retraining and so forth.

Transformation of the education system of the last decade has defined new reference points of strengthening of social communications between institute of education and labor market. Transition to the competence-based approach is caused by the modernization processes directed to increase "the effectiveness of regional control systems of education, creations of the strategic program of development of human resources" [13]. Measurements of effectiveness are made on the basis of the approved system of tracing which essence consists of monitoring of professional graduates socialization. Tracing extends to average and highest education levels. The school graduate shows the subsequent educational trajectories, the university graduate – a professional route, compliance/discrepancy of the field of employment to a profile of preparation. Monitoring of educational and labor trajectories of graduates is reflection of not only the strategy of modernization of domestic education, but also a condition of labor market.

The Tracing allows tracing vital trajectories of graduates of educational institutions, to define dynamics of social and labor behavior of the younger generation, to record changes of professional and educational structure both the region, and the state in general. Thanks to monitoring, it is possible to measure social changes, to develop work regulation strategies, to reduce scratches of unemployment of graduates, to resist the growth of shadow employment that in set will favorably affect social stability. In fact, the tracing is used as the instrument of diagnostics and the mechanism of the reverse communication under adoption of management decisions [14–18].

Functions of postgraduate professional socialization tracing of graduates are assigned to the releasing educational organization. It collects primary information on employment. Reconnaissance research is conducted by the higher education institution within the first year after the end of tutoring. Besides, educational institutions enter data on the issued diplomas in the Federal register of documents on education. That is the beginning of accounting of the total amount of graduates' employment. Monitoring of employment is included into the

list of accreditation conditions of the educational organization; therefore data are selectively checked by the Federal Service for Supervision in Education and Science. Furthermore, for objectivization of data the information submitted by the higher education institution is checked selectively by the territorial employment service of the population, which fixes all the cases of the graduates turn for the help in employment and calculates the number of people who get the job. In addition, the account of demanded graduates is kept by the Pension fund of Russia based on the analysis of pension employers expels. Tax of workers expels is the certificate of the introduction of young people in the labor relations too. In other words, a number of the public services and territorial authorities providing social and tax monitoring in the region can carry out the definition of information on employment.

The quantitative indices of employment, as a rule, are defined during the entire calendar year following a year of release. More often change of work places during this period is explained by complexity of adaptation and active searching for the workplace satisfying a majority of economic and social inquiries of the youth.

It is apparent that in the conditions of transformation of social stratification vital orientations of all segments of the population change. The system of the globalized culture, new paradigms of thinking, types of rationality are shown also in the educational structure of society. The higher education institution at the present stage is not only the educational organization, but also the regulator of the social and labor relations [19]. Difficulties of employment are caused by a variety of reasons, except for those mentioned by the authors above. In addition, a frequent reason for unemployment among young people is inability of schoolchildren graduates to estimate adequately the level of experts' demand in the labor market. The entrant cannot always predict changes of a situation after 4-6 years. So, according to author's research of 2007, 2009, 2018, the weak level of graduates' knowledge of regional labor market features is revealed. 66% of the interviewed entrants know about the work of employment fund. 51% of respondents have information on demand of professions in the field. The poll of entrants shows that no more than 60% are independently capable to choose the educational organization. 16.4% resort to the help and the recommendations of their parents. 14.8% can ask for advice of acquaintances and friends.

According to the author's research, the results conducted within the last 10 years on the basis of the opinion of students respondents on the major factors of employment are revealed. The most effective contacts in the opinion of graduates of the area are still personal and acquaintances (65%) that reveals the destructive features of depressive regional labor market. In the second place – the existence of higher education (63%); in the third – a high level of preparation (34%); fourth – personal qualities (21.5%); fifth – additional special knowledge (12.3%). According to 42% of respondents, the job search for the graduate is difficult.

The choice of labor trajectories is often caused by economic factors, namely by the key criterion for the most part of graduates, which is the amount of labor compensation. According to the authors' sociological poll "Degree of

effectiveness of the modern pension system and social expectations of the population" held in September, 2013 (selection criteria – 224 respondents representing young workers at the age of 20-29 living in the Irkutsk region), the most important thing for young people when choosing work is the salary level. Results of the poll are presented in Table 1.

TABLE I. THE MOST IMPORTANT CRITERIA FOR CHOOSING A WORKPLACE, %

Workplace criterion selection	2007, %	2018, %
Statehood of enterprise	25.0	23.7
Social guarantees	42.8	54.2
Granted «illegal salary» means more money	67.8	73.1
Granted less, but «legal» salary	14.3	12.2
Experience opportunity	28.6	24.3
Close to home	10.7	7.5
NI contributions	17.8	28.5
Correspondence to specialty	7.1	9.1
Desirable work	28.6	34.7

In the conditions of economic instability, the young worker faces the choice of official and shadow employment. One faces a set of unresolved financial tasks (purchase/rent of housing; covering of vital and cultural requirements; increasing costs of the growing family; contingencies in connection with diseases of children and parents, etc.). In the constrained economic conditions, it is difficult to think of the solution of future problems when current problems "seize by the throat". In this regard experts connect effectiveness of a tracing with the ability which is potentially put in this system to narrow the field of shadow employment, to fix the socio-economic factors capable to act as barriers on the way of individualization of personal trajectories or, on the contrary, resources of their development.

The problems of professional socialization revealed in the Irkutsk region in many respects are characteristic also of other regions of Russia. Therefore, for example, according to the Center of statistics and science of the Russian economic university, unemployment of youth (at the age of 20-24 – the period of primary employment upon completion of training in a higher educational institution by the programs of a bachelor degree and magistracy) makes more than 50% [20]. The unemployment rate of youth depends on many factors: the general unemployment rate in the region, volumes and the nature of production, condition of housing stock, the average salary, an ecological situation, an image and quality of life of the population of the region, psycho-emotional climate in the region. It is apparent that low income, decline in the production sphere happen more often in the non-diversified cities with low income, high level of unemployment, and shadow employment leads to mass outflow of youth from depressive regions to a more prosperous one. Due to these processes which destructive action is found in Irkutsk and the Irkutsk region the proofs of "western drift" are more and more actively traced (annually from 5000 to 10000 people migrate in the central part of Russia in the job search). Unfortunately, the negative balance of migration is noted throughout the last two decades in more consistent social groups (working-age strata with higher education). Sakha Republic (Yakutia) – 73.8%; Murmansk region – 62.0%; Astrakhan region – 54.7%; Republic of Khakassia – 54.5%; Smolensk region – 53.8% are leading

regions in indexes of youth unemployment for today. Researchers note that from the moment of job search till the employment on average not less than four months pass in the age group of 20-24. In more senior age groups this period even more long-lasting [20]. However, there are no studies, which would measure coherence of professional expectations of young specialists and real conditions of the taken place employment. In depressive regions with high-performance of unemployment, the youth are always included into the risk group and in this regard actively migrate from the profession corresponding to the educational level and a profile of preparation to adjacent and non-adjacent professions.

In aid of propaedeutics of the social problems caused by unemployment, higher educational institutions develop and apply technologies of improving competitiveness of graduates in labor market. So, for example in the higher education institutions which carry out pedagogical and medical preparation, students of target tutoring get an additional scholarship of 3000 rubles. The purpose of this financial support is to minimize burnout at a preparation stage in connection with the catastrophic shortage of staff in these spheres of work in the Irkutsk region [21].

It is important to understand that problems of employment of youth in the modern conditions are important issues of social policy and they affect economic, political, demographic, sociocultural health of society. Tracing is an objectified assessment of a labor market condition that is especially significant in regions with a high migration decline in population. Monitoring of educational and labor trajectories is necessary at the present stage as it allows to estimate the level of demand of experts in labor market based on accounting of the modernization strategy of domestic education and to formulate the offers capable to answer social orders of the younger generation, enterprises and organizations of the city and region.

VII. CONCLUSION

The creation of the comfortable environment for successful adaptation of young experts, their fast involvement in labor realities and maximum effective implementation of labor functions assumes successful adopting of the number of adaptation actions. Such actions are the mentoring system, training in various divisions, actions aimed at professional development, implementation of individual development plans, assistance of professional success, objective job evaluation, business trainings engaging external providers, optimization of workload, assessment of employees potential and determination of their career aspirations, partnership in cumulative division of responsibility between the worker and service of personnel.

Successful implementation of data and similar actions promotes the reduction of average extent of the adaptation period of the young expert, minimization of negative processes in labor market that means it can promote establishing social stability in the region. It is important to understand that the institute of education is a projection of the entire social system which has to react quickly to all social processes and give an opportunity to the individual to build own educational trajectory

which action isn't limited to a school, technical school, higher education institution, but is prolonged.

Therefore, the diffusion of the modern society produces the destructive forms of social institute dynamics of education. Cross-disciplinary research of educational paradigms is necessary for obstacles leveling in the course of formation of common cultural and professional competences of students and for providing efficient educational models. Cross-disciplinary research programs according to numerous aspects have to respond to challenges of the modern human civilization. The mission of the modern professional education is ensuring and guarantying successful entry of the young specialist into the life cycle of society [22]. At the present stage, ensuring these processes is viewed in implementation of credit and modular technologies of the educational process organization of individual educational routes for each student.

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