

Features of Professional Well-being in a Situation of Uncertainty

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ABSTRACT

The paper proposes to consider the issue of the professional well-being of future specialists in the world of uncertainty at the intersection of scientific areas - psychology and economics. It is quite difficult for a young person to be professionally successful; it is difficult to realise his potential in the modern world. His professional trajectory cannot develop linearly in a rapidly changing world. The human capital of an educational organisation in a situation of uncertainty is the key to the professional viability of future specialists. To activate the human capital of an educational organisation, it is necessary to have a teaching staff ready for new personal changes, focused on what a person will be like tomorrow. Research subject: professional viability in a situation of uncertainty. For the teacher's professional viability, it is necessary to consider the structure of the professional self-concept "I-changing", which contributes to the rapid entry into a new professional reality. The constituent elements of the "I-changing" include flexibility, adaptability, risk acceptance, acceptance of responsibility, independence, psychological activation, tolerance to uncertainty, indicators of subject orientations - the trans-situational locus of control, trans-situational variability, trans-situational mobility. The formation of the elements of self-changing is due to effective deep scenarios.

Keywords: Human capital, Uncertainty, Self-concept, Vitality, Professional success, Psychological well-being, Educational activity.

1. INTRODUCTION

Today's modern world is characterised as a world of uncertainty, characterised by a high rate of change, which leads to insecurity and uncertainty of the future, increasing tension and contributing to the development of stress. Psychologists A. Abulkhanova, V.V. Znakov, A.V. Yurevich believes that unpredictability and instability of the future lead to difficulties of socialisation and alienation of generations to changing economic conditions. Researchers in various scientific disciplines consider the category of uncertainty. Thus, for the first time, this concept was used in physics by Gödel about the ratio of uncertainties. The most significant contribution was made by I.R. Prigozhin's work on the philosophy of instability, order from chaos [1]. Works by N.N. Taleb and E. Giddens on the benefits of chaos and the consequences of modernity. In psychology, researchers

have not come to a consensus on this concept. E. Erickson views uncertainty as an identity crisis. As the main component of creativity - K. Rogers [2]. The most detailed definition of uncertainty is proposed in A.G. Asmolov's project, examining a changing personality and a changing world [3]. Several researchers believe that it is difficult for a person to realise his potential in the modern world of uncertainty. It is necessary to have a high level of viability. The concept of viability is considered in various scientific disciplines - in sociology, anthropology, psychology, pedagogy, political science. Researchers study viability from the standpoint of positive psychology, as the resilience by S.C. Kobasa, S.R. Maddi; as the vital efficiency by D. Cicchetti, J.D. Coie, as post-traumatic growth by L. Calhoun, as a personal resource by B.G. Ananyev. The category of viability by A.V. Makhnach., A.I. Laktionov is considered as the ability to manage his resources [4].

Rylskaya E.A. believes that viability is associated with preserving personal integrity and satisfaction with one's own life [5]. Berezovskaya R.A. suggests considering the problem of professional viability [6]. The category of professional viability has been developed as the ability to survive, adapt, and the possibility of professional development based on personal resources in an organisation) [7]. The Skolkovo Innovation Centre has released an Atlas of New Professions, in which experts from different countries tried to predict the professions in demand in 28 sectors of the economy (medicine, industry, biotechnology, agriculture and others) [8]. The emergence of new professions is inextricably linked with developing a new education system for training specialists to work with new technologies and stimulating the independent improvement of their professional competencies. In various scientific literature, human resources are considered as human capital. Therefore, in the era of global digitalisation, the age of the highest rates of change, it is vital to consider the issue of psychological well-being of a person, his safety in an interdisciplinary approach. The most significant contribution to developing this approach was made by Nobel laureate Professor of Economics G.Becker, and representatives of transactional analysis E.Bern, K. Steiner, who have applied economic categories in explaining human behaviour [9]. A new approach combining psychology and economics, called psychonomics, was proposed, the purpose of which is to understand and effectively manage life. The importance of personnel, their professional skills for an educational organisation and the importance of education for a modern person was considered by A.S. Shchepotjev [10].

Thus, it is quite difficult for a person to be professionally successful [11]. His professional trajectory cannot develop linearly in conditions of uncertainty. This aspect is associated with a change in the content of competence requirements for specialists and obsolescence, withering away, changing professions.

2. RESEARCH METHODOLOGY

The study aimed to identify the psychological features of professional well-being in a situation of uncertainty. Due to these new circumstances, the human capital of an educational organisation in a situation of uncertainty is the key to the professional viability of future specialists. To activate the human capital of an educational organisation, it is necessary to have a teaching staff ready for new personal changes. In this regard, we believe that for the professional viability of a teacher, it is necessary to consider the structure of the professional Self-concept "I-changing", which contributes to a rapid entry into a new professional reality, and also, when the conditions of modernity change, has a psychological readiness for permanent, new personal changes focused on what a person will be

tomorrow. The constituent elements of the "I-changing" include flexibility, adaptability, risk-taking, acceptance of responsibility, independence, psychological activation, tolerance to uncertainty, indicators of subjective orientations - the trans-situational locus of control, trans-situational variability, trans-situational mobility. The formation of the elements of the I-changing is due to effective deep scenarios.

The methodological basis of the research was formed by theories studying the problem of uncertainty in the works by I. Prigozhin, A.G. Asmolov; theories of the viability by A.V. Makhnach, A.I. Laktionova, E.A. Rylskaya, Berezovskaya R.A., studies of the Self-concept by V.V. Stolin, I.S. Kon, V.S. Agapov; theories of life scenarios by A.Adler, E. Byrne, M. Bowen, T. White, E.Yu. Korzhova, V.V. Kozlov; theories of the study of human capital by T. Schultz, G. Becker, E.Bern, K. Steiner [1,3,4,5,6,9].

The following methods were used in the study - tolerance questionnaire-tolerance to uncertainty by T.V. Kornilova; questionnaire style of self-regulation of behaviour by V.I. Morosanova, the method of self-activation by N.P. Radchikova, M.A. Odintsova, a survey method for studying deep personal scenarios of a man/woman by V.V. Kozlov, author's questionnaire professional success. Questionnaire of life orientations by E. Yu. Korzhova, S. Muddy's resilience test, in an adaptation by D.A. Leontiev and E.I. Rasskazova, a test of life orientations, in an adaptation by D.A. Leontiev, version of the Purpose-in-Life Test (PIL) by D. Crumbaugh, L. Maholick.

3. RESULTS AND DISCUSSION

The work was carried out in several stages. At the first stage, the relationship of deep personal scenarios with career success was studied; the success in women's careers is influenced by attitudes related to the ability to support any person regardless of his status. The lack of success in women's careers is influenced by attitudes associated with the use of sexual energy and the birth of children to achieve the goal of gaining fame and money [12].

The next stage of the study took place based on the National Institute of Advanced Training and Professional Retraining of the city of Tula, the WPA International Police Academy, the Socio-Technological College. The study involved female teachers of secondary vocational educational organisations of the city of Tula and the Tula region in the number of 185 people. Based on the results obtained by the method by E. Yu. Korzhova, respondents were divided into three groups with different types of subject-object orientations. The first group of 78% of the subjects belonging to the consumers of the life situation became the most numerous. The second group included 12% of the subjects belonging to the harmonisers of the

life situation; the third group consisted of 10% of the subjects belonging to the converters of the life situation.

According to the results of the study, it was revealed that the respondents of the first group, who belong to the consumers of the life situation, based on the Kornilova T.V. and Chumakova M.A. scale, in the modification of the Badner S. questionnaire, a high level of tolerance to uncertainty were revealed, that is, the subjects avoid uncertainty, strive for clarity. Using the technique of Odintsova M.A., Radchikova N.P., it was revealed that the overall level of self-activation is lower than in the other two subgroups, physical activation is most pronounced. Mental activity and independence regarding the solution of life tasks are expressed similarly. With a low overall level of self-activation, additional stimulation is necessary. In the course of the questionnaire conducted by Morosanova V.I. Style of self-regulation of behaviour (SSRB), it was found that the respondents of the first group, related to the consumers of the life situation, have an average level of self-regulation, which was formed at average values on the scales of programming, modelling, evaluation of results, as well as at a low level of planning. Such people live for today, do not think about the future. The requirements of the situation determine actions. They look at life easily, treat the future positively, show interest in specific tasks. Life planning is close, have vague goals for the future. According to the results obtained with the help of the life-meaning orientations LMO methodology by D.A. Leontiev, it was revealed that the respondents of the first group, who belong to the consumers of the life situation, have an average indicator of the meaningfulness of life. The most pronounced indicators on the life process scale, the result of life, indicators on the goal in life scale, the locus of self-control, the locus of life control have low values. The subjects were found to have a low level of resilience based on the S. Muddy resilience test adapted by D.A. Leontiev. Low values on the engagement scale were revealed, with average values on the risk readiness and control scales. With the help of V. V. Kozlov's methodology, unconscious attitudes were revealed. The subjects are dominated by an unconscious attitude related to female productive power. Thanks to this, it is the successor of the human race regardless of economic, social, industrial, political changes. This installation is aimed at procreation in any situation, even if the pregnancy was not planned and occurred "at the wrong time". This phenomenon is characteristic of Russian women when there were many wars in the history of national culture, and humanity needed to survive regardless of conditions. When answering questions about the development proposed in the author's questionnaire, the subjects agreed that they needed to develop, and their prospects in the future were associated only with an increase in wages while remaining in the same role and with the same personal qualities. In other words, learning for them remains a kind of entertainment,

which is forgotten immediately after completing the training and does not lead to a change in their self-consciousness. They believe that no new ways of learning can help them in their professional activities. Respondents are not ready for changes and see themselves in the same role in 5, 10 and 15 years.

For the subjects who entered the second group, related to the harmonisers of the life situation, based on the Kornilova T.V., Chumakova M.A. scale, in the modification of the Badner S. questionnaire, the average level of tolerance to uncertainty was revealed. Using the technique of Odintsova M.A., Radchikova N.P., a high overall level of self-activation was revealed. Mental activity and independence regarding the solution of life tasks are expressed similarly. During the questionnaire by Morosanova V.I. the style of self-regulation of behaviour (SSRB), it was found that the respondents of the second group, belonging to the harmonisers of the life situation, have pronounced characteristics on the scales of independence and flexibility. The subjects are characterised by the manifestation of a high value of the modelling indicator; indicators of planning, programming and evaluation of results are average. Respondents of this profile revealed a developed regulatory and personal property of flexibility, due to which they quickly adapt to the environment, have easy adaptability and social adaptation, are receptive to everything new, they are characterised by energy. Respondents clearly set and achieve their goals, adequately assess their capabilities, there is a desire for independence in communication, strive for leadership, have a conscious need for self-improvement. According to the results obtained with the help of the life-meaning orientations LMO methodology by D.A. Leontiev, it was revealed that the respondents of the second group, who belong to the harmonisers of the life situation, have a high indicator of the meaningfulness of life. Indicators are expressed on the scale of goals in life, the process of life, the result of life, indicators on the scale of locus of self-control. Based on S. Muddy's resilience test adapted by D.A. Leontiev, it was revealed a high level of resilience in the subjects, was revealed high values on the involvement scale, on the scales of readiness for risk, control - average values.

In the third group of subjects belonging to the life situation converters, there is an above-average level of tolerance to uncertainty, acceptance of uncertainty conditions. Using the technique of Odintsova M.A., Radchikova N.P., a high overall level of self-activation was revealed, the most pronounced mental activity, i.e., initiative, interest in life. There are also high rates of other components of self-activation - independence, that is, freedom of choice, autonomy in solving life tasks, and physical activation. Participants in conditions of uncertainty can adjust their behaviour, adequately assess the results on the way to achieving the goal. Thus, search behaviour is activated, an initiative of actions. During the

questionnaire by Morosanova V.I. the style of self-regulation of the behaviour of the SSRB, it was found that the respondents of the third group, related to the life situation converters, have well-developed indicators of independence and flexibility. It is revealed that the most pronounced indicators of modelling and evaluation of results, indicators of planning, programming are at an average level. Representatives are characterised by a high degree of adaptability in any changing situations. They are proactive, self-confident, responsible, can adequately assess the situation, clearly define further actions. The program is replenished with various details in the course of action; if necessary, they can be replaced on time. Respondents make their own decisions, perceive new ideas and changes vividly. They do not need the approval of others. They see the future optimistically, in connection with the developed assessment of results, they understand the weaknesses and strengths well; they clearly understand what they want from life.

The main priority is to gain well-being. According to the results obtained with the help of the life-meaning orientations LMO methodology by D.A. Leontiev, it was revealed that the respondents of the third group, who belong to the converters of the life situation, have a high indicator of the meaningfulness of life. All indicators have high values on the scale of goals in life, the process of life, the result of life, indicators on the scale of the locus of self-control, on the scale of the locus of life control. Based on S. Muddy's resilience test adapted by D.A. Leontiev, it was revealed a high level of resilience in the subjects, was revealed high values on the involvement scale, on the scales of readiness for risk, control. Unconscious attitudes in the two groups were determined using the V.V. Kozlov questionnaire. The ability to provide support and assistance to any person, regardless of his status, position and benefits, has been revealed. Respondents are ready for permanent personal changes in 5, 10 and 15 years in professional issues. They try to find answers to the questions that arise during their professional activity in training. They are trained not only in the process of taking advanced training courses but also by studying special literature, analysing situations from watching feature films and documentaries, attracting their hobbies to work.

4. CONCLUSIONS

According to the results of the conducted research, it was revealed that respondents belonging to the consumers of a life situation perfectly adapt to difficult situations have no life goals, almost do not engage in self-improvement, are not ready for personal changes. The subjects related to the harmonisers of the life situation have a variety of life goals, strive to improve and improve their professional competence, are active in educating a new generation. Respondents belonging to the transformers of the life situation have an apparent desire

for self-improvement, especially in the professional sphere, expressed a desire to understand and realise their purpose. A high level of psychological activation, independence, and resilience was revealed, including all the involvement, control, and risk parameters. The severity of modelling and flexibility indicators is observed. Respondents are easily oriented in new life situations, the desire for change is clearly expressed. They are confident in their capabilities; the desire to master their inner world has been revealed. Unconscious attitudes in the two groups were determined using the V.V. Kozlov questionnaire. The ability to provide support and assistance to any person, regardless of his status, position and benefits, has been revealed.

Thus, the components of the "I-changing" in the structure of the professional Self-concept were identified: flexibility, adaptability, risk-taking, acceptance of responsibility, independence, psychological activation, tolerance to uncertainty, indicators of subjective orientations - the trans-situational locus of control, trans-situational variability, trans-situational mobility. The formation of the elements of the "I-changing" is due to effective deep scenarios that contribute to rapid entry into a new professional reality, as well as, when the conditions of modernity change, they have a psychological readiness for permanent, new personal changes focused on the continuous nature of learning in the course of a person's life.

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