

# Psychological Conditions of Professional Self-realisation of Pre-retirement Age People

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## ABSTRACT

The article deals with the problem of psychological support of professional self-realisation of pre-retirement age people. The psychological features of the personality in the pre-retirement age, determining the key changes in professional activity, are analysed. The article presents the results of a diagnostic study of social values and preferences, features of self-realisation, mental states in the pre-retirement age. This category of people is characterised by unpreparedness for drastic changes in a valuable professional life, high anxiety, which confirmed the need for psychological help. Based on the analysis of psychological and pedagogical literature, the results of psychological diagnostics, a program of psychological support for professional self-realisation of people of pre-retirement age was developed and implemented in the practice of the Employment Centre, the successful implementation of which allowed formulating several conditions for the psychological provision of professional self-realisation of people of pre-retirement age.

**Keywords:** *Pre-retirement age, Professional self-realisation, Conditions of professional self-realisation.*

## 1. INTRODUCTION

In the modern world, there is a change in the requirements for the subjects of activity, characterised by the presence of such characteristics as a creative activity, the ability to perceive different problem situations differently and find effective and innovative ways to solve them, as well as the ability to influence people, use new approaches and forms of work with the team. This causes the emergence of new approaches to the study of society from the point of view of the psychosocial processes occurring in them, including one of the most critical areas is the study of the phenomenon of professional self-realisation of the individual. The adoption by the Government of the Russian Federation of the law on raising the retirement age in Russia has caused problems related to the employment of a sufficiently large number of pre-retirement age specialists. In this regard, one of the dominant aspects of the Government's activities has become the professional retraining of pre-retirement age persons and, as a result, their professional self-realisation.

The research analysis on the problem of professional self-realisation of people of pre-retirement age revealed the existing contradiction between the high significance of the problem of psychological support of professional self-realisation of people of pre-retirement age and the insufficient development of psychological conditions that ensure the effectiveness of this process.

Based on this contradiction, the research problem was formulated: what are the psychological conditions that ensure the effectiveness of psychological support for professional self-realisation of people of pre-retirement age.

The purpose of the study: based on the study of the experience of organising work on psychological support of professional self-realisation of people of pre-retirement age in the State Institution Employment Centre of the Perevozsky district, to develop, theoretically substantiate and implement in the practice of the organisation a program of psychological support of professional self-realisation of people of pre-retirement age.

## 2. THEORETICAL JUSTIFICATION OF THE PROBLEM

The need for self-actualisation and self-realisation is natural, provides a person's individual life with direction, and deep meaning strengthens self-confidence and helps to stand among life's troubles. The self-realisation of a person basically has problems related to a person's self-improvement, personal growth, and development.

The self-realisation of personality has been the object of study of many scientists who have considered its various aspects, focused on its essence and noted that self-realisation is basically a conscious and purposeful process aimed at revealing and objectifying the essence of personality in the course of a variety of practical activities. This position was held in particular by such scientists as K.A. Abulkhanova-Slavskaya, L.I. Antsiferova, S. Batishchev, A.F. Bondarenko, E.I. Golovakhi, L. Kogan, S. Kostyuk, A.A. Kronik, A.N. Leontiev, P. Lushin, V.I. Kamenshik, S.L. Rubinstein, L. Sohanya, T.M. Titarenko et al.

In turn, S.D. Maksimenko, M.I. Pirenne, T.V. Govorun, L. Demina et al. noted that the self-development of a personality, its formation, the development of activity and harmony is determined directly by a person's efforts, his focus on self-improvement, self-realisation for successful life [1].

Of great importance for the development of research on the problems of human self-realisation was the subjective approach in psychology, which involves considering and studying a person as a subject with substantial internal potential and opening up new promising directions and ways to solve existential problems. Also important is the humanistic approach, based on which scientists have identified the basic provisions of the theory of self-actualisation.

Approaching the problem of professional self-realisation of people of pre-retirement age, we note that the completion of professional activity comes at an age when a person has accumulated a large amount of knowledge, skills, and many age crises have been experienced. A person has a lot of personal experience, evaluates himself and others under his established worldview. At the same time, modern realities, changing norms, values and attitudes in contemporary society retain the possibility of choosing and adjusting life meanings and behavioural strategies considering the new stage of the professional path.

Many researchers note that a qualitatively new professional level characterises this age period. Due to the operational mechanisms of perception, a force arises in the structure of observation that counteracts the ageing of perceptual abilities [2].

B. G. Ananyev noted that the periods of adulthood and old age are characterised by high functional efficiency of sensory and motor organs, which emphasises the importance of human subjective activity [3].

In the pre-retirement age in the motivational sphere, the main ones are the realisation of their capabilities and abilities, creative potential; the desire to pass something on to the next generation; changing life strategies based on missed opportunities; maintaining harmonious relationships with loved ones; preparing for a calm and secure life in old age [4].

These changes cause the restructuring of the existing hierarchy of values in three interrelated and interdependent spheres (personal, family and professional), unexpected changes in which can lead to a motivational crisis: the loss of the central life motive associated with the meaning of life, which can lead to an existential vacuum, which self-realisation and self-esteem will help a person to overcome [5, 6].

Many researchers, O.V. Krasnova, L.I. Antsiferova, N.S. Glukhanyuk, T.B. Gershovich and others believe that in the pre-retirement age, an individual does not exhaust his reserve capabilities, the potential of personal development [3, 7].

The key factor determining a person's socio-psychological and personal development is a person's activity. Ageing in this position is perceived as a natural age-related change, to which you need to adapt and not be in a state of stagnation.

Experience shows that many representatives of the pre-retirement age are ready not only to continue working and fulfil their professional duties but also express a desire to undergo vocational training and change the type of professional activity, further professional self-realisation [8, 9]. Despite this, the retirement process is accompanied by many fears and anxieties, which makes the help of a psychologist to people of pre-retirement age-relevant and necessary. Its directions can be education aimed at improving psychological culture and personal resistance to traumatic factors in various stressful situations, informing about the state of the labour market, educational institutions, opportunities for advanced training or obtaining a new profession, and prevention, psychodiagnostic, psychological counselling and psycho correction.

The individual level of psycho prophylaxis involves the creation of psychological conditions that do not allow the inadequate response of people in various situations, which contributes to the social adaptation of people of pre-retirement age in the course of professional self-realisation.

Support of the process of psychological support of professional self-realisation of people of pre-retirement age involves professional diagnostics to determine professional plans, the level of awareness in the professional sphere; study of the need-motivational sphere; assessment of professional experience, professional competencies, inclinations, which will help in the process of choosing a retraining program and building a further professional path.

In the system of psychological assistance measures for people of pre-retirement age, individual counselling allows you to work out deeply personal experiences in an atmosphere of security, trust, confidentiality: deep depression, apathy, feelings of despair and hopelessness.

Group counselling is necessary to overcome the problem of social isolation in case of loss or change of profession. This is especially important for people whose life situation is characterised by the absence of a strong family or friendly context [10].

### **3. ORGANISATION AND METHODS OF RESEARCH**

The analysis of psychological and pedagogical literature on the problem of professional self-realisation of pre-retirement age people became the basis for the study. It was conducted based on the State Institution Employment Centre of the Perevozsky district of the Nizhny Novgorod region; the sample included 30 pre-retirement age people.

The work experience of the test-persons is from 20-30 years, among them, there are several categories:

- persons of working specialities, qualified specialists and workers in maintaining the productive process. As a rule, this category gets a job faster as a result of a large job market;
- persons with higher education, employed in the

educational and social sphere, it is more difficult to find vacancies in this category, because there are age restrictions and priority is given to younger people, as well as the level of wages reduces the motivation to occupy these vacancies;

- persons who have a higher education, with managerial experience. The employment of these categories is complicated as a result of a small number of vacancies, as well as the unwillingness of people in this category to leave senior positions and try themselves in other fields;

- people with disabilities or persons with disabilities. When applying for employment, restrictions on medical reasons are critical, complicating the selection of vacancies.

To study the features of professional self-realisation of people of pre-retirement age, we used the following methods: "Express diagnostics of social values of personality" (N.P. Fetiskin, V.V. Kozlov, G.M. Manuilov); "Multidimensional questionnaire of self-realisation of personality" (S.I. Kudinov); "Self-assessment of mental states" (G. Aizenk).

### **4. RESEARCH RESULTS**

The results of the study using the method of "Express diagnostics of social values of personality" (Table 1) indicate that financial (33%), professional (30%), family interests (27%) are the predominant motivations and orientations of the individual in the pre-retirement age. Thus, the most critical level of salary and life, in general, is at this age, a job that brings pleasure and allows you to build a good career. An equally important value is the family and spending time with it. Social activity and self-development values turned out to be less relevant, indicating that a person was not ready to change his professional life radically at the pre-retirement age.

**Table 1.** The study results on the methodology of "Express diagnostics of social values of personality" (N.P. Fetiskin, V.V. Kozlov, G.M. Manuilov)

Personal values	Number of people, %
Professional	30
Financial	33
Family	27
Social	7
Public	7
Spiritual	7
Physical	3
Intelligent	3

**Table 2.** The results of the study on the methodology of self-realisation of S.I. Kudinov

Levels of self-realisation	Number of people, %
Intensive	17
Harmonious	37
Adaptive	20
Inert	10
Irrational	17

The results of the study of the self-realisation levels by the method of S.I. Kudinov (Table 2) revealed the predominance of harmonious (37%) and adaptive (20%) levels of self-realisation in the pre-retirement age. This indicates the rationality of most test-persons in the conscious allocation of resources for implementation, understanding their strengths and weaknesses, striving for personal growth. At the same time, with an adaptive level of self-realisation, a clear desire for self-improvement is not noted; conformal professionalisation is expressed.

It should be noted that the inert level of self-realisation (10%) is less pronounced in the pre-retirement age test-persons when an active life position and self-realisation are not relevant for the individual.

According to the results of the method "Self-assessment of mental states" by G. Aizenk (Table 3), a high level of anxiety prevails in subjects of pre-retirement age (40%), which may be associated with the fear of changing their professional and social status, the need to find a job, undergo professional retraining in a new profession, general anxiety about the future.

The subjects revealed a predominance of the average level of frustration (40%), in which people in certain situations try to avoid difficulties. This indicator is consistent with the predominance of the average level of rigidity in pre-retirement age people (50%) when it's peculiar the immutability of behaviour and difficulties

with changes in the professional sphere. Along with these indicators, the average level of aggressiveness prevails (37%) when the manifestation of hostility depends on the situation.

The study of social values and preferences, peculiarities of self-realisation, mental states in the pre-retirement age revealed the importance of the profession for the individual as a whole, unpreparedness for drastic changes in professional life; high anxiety and the predominance of average levels of frustration, aggressiveness, rigidity, which actualises the need for psychological assistance to this category of people. At the same time, the differently expressed multidirectional activity of a person revealed to varying degrees can be considered as a resource in solving problems of professional self-realisation.

The obtained indicators indicate the need to develop and implement a psychological support program for professional self-realisation of people of pre-retirement age. Objectives of the program: formation of an adequate attitude of people of pre-retirement age to the difficulties arising in the process of professional self-realisation; development of skills of self-assessment of adverse mental conditions; increasing the level of emotional stability; improving the overall emotional background and strengthening the mental health of people of pre-retirement age.

Verification of the effectiveness of the psychological

**Table 3.** Diagnostic results according to the method "Self-assessment of mental states" by G. Aizenk

Mental states	Number of people, %		
	High level	Average level	Low level
Anxiety	40	33	27
Frustration	33	40	27
Aggressiveness	33	37	30
Rigidity	30	50	20

support program for professional self-realisation of people of pre-retirement age was carried out based on a comparative analysis of the results of primary and secondary diagnostic studies.

## 5. CONCLUSION

The implementation of the program allowed us to formulate several conditions for psychological support of professional self-realisation of pre-retirement age people:

- to form a system of attitudes for people of pre-retirement age to carry out purposeful and systematic activities for psychological support of professional self-realisation;

- to diagnose the features of professional self-realisation, to select methods of psychological assistance that are adequate when working with pre-retirement age people, considering their age and personal characteristics;

- to organise developing psychological activities aimed at forming an adequate attitude of people of pre-retirement age to difficulties arising in the process of professional self-realisation; to develop self-assessment skills of unfavourable mental states; to increase the level of emotional stability of people; to improve the overall emotional background and strengthen mental health.

- to use various forms and techniques of working with pre-retirement age people for psychological support of their professional self-realisation.

Summing up, it should be noted that the priority task for a psychologist working with people of pre-retirement age remains to help them activate a person's resource potential, develop volitional functions of the psyche, stabilise the emotional sphere, self-control and self-control, form new behavioural patterns, according to which a person makes adjustments to the performance of his life and activity functions, determines his new opportunities in professional self-realisation.

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