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## Organization of motivation-valuable block of specialists' personality

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## **Organization of motivation-valuable block of specialists' personality**

The main task of researching process of professional becoming of a personality is understanding the changes affecting the structural transformation of his/her psyche. Cognition of psyche and its transformation from the positions of a system approach involves its studying complete formation as a holistic phenomenon, which components are organized into subsystems and simultaneously are the subsystem formations.

Transformation of psyche is projected as changes in external and internal activity: degree of its development; psychological parameters reflecting level of professionalization and formation of its components also allows us to understand internal mechanisms of such criteria of professionalization as efficiency, satisfaction and professional maturity.

At research of a phenomenon of a personality professionalization of the individual, in our opinion, starting point is the idea of activity theory of a personality developed by S. Rubinstein, A. Leontiev, K. Albuhanova-Slavskaya and A. Brushlinskij. The basis of empirical research is *four-factor theory of a personality activity* developed by soviet psychologists (S. Rubinstein, A. Leontiev, K. Albuhanova-Slavskaya and A. Brushlinskij), which includes units engaged in activities. The maintenance of these blocks can be qualities, involved in choosing a career, professional training and professional activity.

To identify the level of development of these qualities we have developed a methodical complex, aimed at examining the structural blocks of a personality needed in professional activity such as motivational and evaluative, characterological (personal and meaningful and professionally important qualities) block, and also the block of the effectiveness of activity. Diagnostic system consisted of 13 techniques and the method of expert evaluations to reveal the contents of each block, its organization, identify the core system of the most important qualities and describe the dynamics of the structural formations in the process of professionalization.

In our research, at the first stage, the aim was to study the dynamics and the analysis of structural organization of motivational and valuable unit of the personality of representatives of the various types of trades. 515 participants from different organizations from Moscow, Vladimir, Vladimir region (age from 19 to

67 years old) took part in the research. Among them: representatives of professions such as „Man-Man” – 233 persons, „Man – Symbolic System” – 139, „Man – Machines” – 143. Research was conducted from 2008 to 2011. To determine the structure of motivational-valuable unit of specialists we used the technique of I. Senin „Terminal values questionnaire” and O. Potemkina „Socio-psychological attitudes of a personality”.

Structural method of processing the results of empirical data had allowed us to identify that specialists of profession type „Man – Symbolic System” have such core in the *motivational and valuable unit* as the *terminal value – preservation of individuality* (the proportion of component 6).

Plead of a given core are social and individual attitudes: „altruism”, „selfishness”, „process”, „result”, „freedom” and „work”. Thus, the more significant for a personality of profession „Man-Symbolic System” the preservation of their uniqueness, the stronger the above-mentioned socio-psychological attitudes. ICS = 32, IDS = 4, IOS = 28, indicate the stability of the structure.

Specialists of professions such as „Man-man” in the motivational and evaluative unit have the core of the structural organization of psycho-social setting „egoism” (the proportion of an element is equal to 12).

Plead of a given core are social and individual attitudes: „prestige”, „financial position”, „social contact”, „development of self”, „achieve”, „spiritual satisfaction”, „preservation of identity” and such vital areas as the „family”, „education”, „occupation”, „hobbies”. In other words, selfish adjustment of employee makes it dependent on the acceptance of his contributions to society, high material status as a factor of prosperity, as well as opportunities to realize the creative potential, positive contact with other people, learning and developing of individual skills, formulating and solving of certain life challenges, surrounding adoption of its opinion by other people, protection its independence and originality in the profession, family, education and hobbies. The system is stable, because ICS = 24, IDS = 8, IOS = 16.

Specialists of professions of the type „Man-man” in a block of motivation and values as the core of structural organization is social and psychological setting „money” (the proportion of an element is equal to 15).

Plead of a given core are social and individual attitudes: „financial position”, „creativity”, „social contact”, „development of self”, „achieve”, „spiritual satisfaction”, „preservation of identity”, as well as such vital areas as „society”, „family”, „education”, „occupation” and „hobbies”. The social orientation of this type of employee jobs for money reduces the desire to realize their creative potential, to establish friendly relations with other people, interest in their abilities, tendency to guide the moral and ethical principles in all spheres of life. The structure is moving and changing: ICS = 0, IDS = 13, IOS = - 13.

During the pilot analysis, we identified the substructure or module in the motivational-valuable block of a personality of specialists of various types of

occupations. The results showed that on the basis of the criteria of professional and personal significance the experts select the emerging structure of the individual components. Due to this, there is a growth of structure at a sufficiently low selectivity involved in the composition of its components. Upon reaching a maximum of the content between the components of the emerging structures stable bonds begin to form. In fact, the structure begins to be monitored on the basis of several major components, which run through entire staff by their connections. Then there is a reduction of the structure, more precisely, its transformation into a form, that is most convenient for the operation in the professionalization process. Thus, the transition from the accumulation of components in the structure to their reduction indicates completion of the motivational and value substructure of a personality at this stage of career path and turns it from an object of the development to a mean of resolving professional problems and problems of professional development. Thus, at some point of the professionalization an integrative motivation and value substructure of a personality is forming, that is different for representatives of different types of professions.

### **Literature**

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### **Abstract**

In the article it is considered questions of the structural organization of the motivation-valuable block professions specialists' personality. The four-factors activity theory of a personality has been put into a basis of the empirical research. Process of professional formation of a personality and its transformation presents the difficult hierarchically organized metasystem with its levels and interrelations between them. At a certain stage of professionalizing a kind of integrative some motivation-valuable substructure of a personality is formed, and various for representatives of various types of professions.

**Key words:** the system approach, profession types, the structural organization of the personality, the motivation-valuable block of the personality.

## **Организация мотивационно-ценностного блока личности специалиста**

### **Резюме**

В статье рассматриваются вопросы структурной организации мотивационно-ценностного блока личности специалистов. В основу эмпирического исследования была положена четырехфакторная деятельностная теория личности. Процесс профессионального становления личности и ее трансформации представляют собой сложную иерархически организованную метасистему с ее уровнями и взаимосвязями между ними. На определенном этапе профессионализации формируется некоторая интегративная мотивационно-ценностная подструктура личности, причем различная для представителей различных типов профессий.

**Ключевые слова:** системный подход, типы профессий, структурная организация личности, мотивационно-ценностный блок личности.

## **Organizacja motywacyjno-wartościującego bloku osobowości zawodowej**

### **Streszczenie**

W artykule postawiono pytania o strukturę organizacyjną osobowości, motywację bloku przedmiotów zawodowych. Na podstawie badań empirycznych zidentyfikowano cztery główne grupy czynników w zakresie teorii funkcjonowania osobowości. Proces kształcenia osobowości zawodowej i jej transformacja jest trudnym do zorganizowania hierarchicznym metasytemem z wieloma poziomami i współzależnościami między nimi.

**Słowa kluczowe:** rodzaje zawodów, struktura organizacyjna osobowości, motywacyjno-wartościujący blok osobowości.