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Professional qualities as a determinant of experts' competence of various types of occupations

The process of professionalization of the Russian psychological science is explored in relation to the ontogenetic development of man, his personal qualities, the place and role of abilities and interests, forming the subject of labor, the problem of the life and self-identification requirements of the profession to a person becoming a professional consciousness and awareness within the various schools and trends. In recent years, the most popular is the competence approach.

The analysis of different views on the process of professionalization, N.S. Pryazhnikov distinguishes two different approaches to the definition of its essence. The first approach involves the development of personality and self-development. Second – with „a refinement” of a person in the system of professional activity, or in other words, the „mastery”, „appropriation” of the system activity. Unifying different approaches to the study of the professionalization of the author's opinion, is the provision of mutual: the influence of individual characteristics of human and socio-cultural environment of the phasing process, depending on the personal development and professional development.

Professionalism has a wide range of manifestations, ranging from amateurism (superficial professional knowledge and skills), and ending with the formation of hard occupational stereotypes (ie, exaggerated development of professionalism). In cases where the person is not able to overcome professional stereotypes of other social roles does not reorganize its behavior to changing conditions and expectations of others, professionalism develops into a professional deformation of the individual. Professionalism is a result of the professionalization of the subject work. The level of professionalism defines a set of competencies that are starting to form already at the stage of college, university.

Issues of competence and expertise in the Russian psychology involved in L.V. Petrovskaya, A.V. Petrovsky. In their view, these concepts are not synonymous. Competence – a thorough knowledge in any field. For example, within their own profession. Competence – is the knowledge, skills, level of formation of important professional and personal qualities and abilities important to ensure the professionalism of the subject work.

An alternative and interesting is the concept between incompetence and competence, belonging to Peter L., the author of the famous principle: „In the hierarchy of each individual has a tendency to rise to his level of incompetence”. The concept of Peter L. is characterized by the following features. Professionalism/lack of professionalism is a dialectic of competence and incompetence, and the ratio between them depends on the characteristics of the system, and on personal factors. Professionalism is constantly being threatened by some hierarchical system, which for some reason refers to it unfriendly, hostile.

Professionalism is a competence, which means the ability to act professional, do a specific job.

Professional growth involves the use of combined methods of social influence on personality, its inclusion in various activities to create a system of professionally important qualities. Thus, professional development – is „forming” of the individual adequate to the requirements of professional activity. Professional qualities are integral psycho-physiological and psychological entities, ensuring the success of the individual, his competence in a particular field of professional activity. In our view, training should involve the formation of appropriate skills, professionally important qualities of competence.

Requirements for the professionally important qualities of a specialist depends on the type of profession. Russian Unified wage-rate includes more than six thousand names of occupations. The Russian youth centers, vocational guidance anyone can help in choosing a profession. Of course, for some regions the number of occupations in demand may be different. Classify the profession for various reasons (the degree of skill on the branches of production, the level of competency etc.). The most popular in Russian psychology has acquired a classification of occupations on the subject of labor, developed by EA Klimov. According to this classification all professions can be correlated with one of the types:

1. Professions such as „people-person” (P-P).
2. Professions such as „man-technique” (M-T).
3. Professions such as „man-mark, a sign system” (P-S).
4. Professions such as „people – artistic image” (P-L).
5. Professions such as „man-nature” (M-N).

We conducted an empirical study allowed us to explore and describe the formation and dynamics of professionally important qualities as a determinant of competence, in the process of professional experts – representatives of professions types of „P-P”, „M-T”, „P-S”. Professional activities imposes certain requirements to employees, not only to their knowledge, abilities, skills and personal qualities. These qualities in organizational psychology called professionally significant qualities. They provide a successful level of competence, professional competence, and sometimes their own satisfaction with a specialist activity. We found that in the process of professionalization of a change in the structure and relationships professionally important qualities of the representatives of the studied types of professions.

The methodological basis of research was the theory and the concept of S.L. Rubinstein, A.N. Leontiev, B.G. Ananiev, B.M. Teplov, A.A. Smirnov, K.A. Abulkhanova-Slavskaya, A.V. Brusilinsky, P.YA. Galperin, V.D. Shadrikov theoretical propositions and principles of industrial psychology and engineering psychology, set out in the works of V.A. Bodrov, A.M. Stolyarenko, E. Shane, V.V. Chebyshev, and the results of empirical studies, V.A. Tolochev, I.B. Durakov, S.A. Manicheva, Y.I. Spiegel, K.K. Platonov, V.P. Andronova, I.P. Kaloshina, Z.A. Reshetova.

At different stages we used a set of different methodological approaches, methods and techniques of data collection and processing: a theoretical analysis of the literature, observation, questionnaires ^ methods of statistical analysis of empirical data (search for 'average group values, the calculation of statistical multi- ϕ , „test drive angular Fisher”).

As a result, we conducted an empirical study revealed that the positive dynamics of this important professional qualities as a „communication skills” in the profession of the „people-person”. In the course of professional activities most of the time they communicate with other people. This helps to improve speech and communication skills. A negative dynamics in terms of „creativity” of the representatives of this type of occupations is determined. This fact, in our opinion, can be explained by regulating the activities of these 'experts that the „brakes” of their creative abilities. Revealed a slight positive trend on the scale of „subject-effective way of thinking” and a slight negative trend indicators „abstract-symbolic,” „verbal-logical”, „visual-figurative” and „creative thinking”. The priorities are in the process of professionalization of an authoritarian, marginal and realizatorsky styles of decision-making. There is a slight decrease in performance on a scale of „situational decision-making style”. In other words, in the course of professional activities, taking management decisions, this type of specialist professions relies more on themselves, and not on others.

The representatives of the profession such as „man-sign system” communication skills in the process of professionalization improved, with a slight negative dynamics on the scale „Creativity”. They have most of their time working with numbers, formulas, in other sign systems, which contributes to the positive dynamics in terms of „abstract-symbolic way of thinking”. In Therefore, in the process of professionalization is improvement of this type of thinking, with little the negative dynamics of the scales, „subject-effective”, „Verbal-logical” and „creative” thinking. It should also be noted that loses its significance and visual-figurative thinking. In appropriate decision-making situations are often specialists use and permissive styles of marginal and loss the capacity for autonomous decision-making. Increasingly, the shows their dependence on others. There is a negative dynamics of indicators realizatorskii, authoritarian, and situational styles of decision making in these professionals. All this indicates a decline in the independence and autonomy in solutions.

For the profession of the „man – machinery” is characterized by the negative dynamics in the „communication skills”. In our opinion, this is due to the specifics of their professional activities. Representatives of this type of profession has more to deal with various technical devices. The solution of complex technical problems promotes indicators of creativity and the positive dynamics in the development of object-effective and visual-figurative thinking. Loses its meaning abstract-symbolic and verbal-logical thinking. Remains almost unchanged level of creative thinking. The representatives of this type of profession there is a slight positive trend for indicators such as permissive, authoritarian styles and situational decision-making. Realizatorskii style completely loses its meaning in the profession.

The results of this study can be used for physical fitness to determine competency of the candidate, to a greater degree to a particular type of profession, help predict the dynamics of professional development the subject of labor.

Literature

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Abstract

The article deals with the dynamics of professionally important qualities of specialists in various types of occupations: „Man – Man”, „Man – Sign/Symbolic systems” and „Man – Safety”. The basis for empirical study was based on the four-factor activity-theory of personality. The process of professional growth and transformation is a complex hierarchically organized, with its metasystem levels and the relationships between them. At a certain stage of professionalization is formed by a substructure of integrative professionally important qualities of personality, which determine the professional competence of specialists in various types of professions.

Key words: a systematic approach, types of occupations, professional qualities; kompetetnost, competence.

Профессионально важные качества как детерминанты компетенции специалистов различных типов профессий

Резюме

В статье рассматриваются вопросы динамики профессионально важных качеств специалистов различных типов профессий: „Человек –

Человек”, „Человек – Знаковая система” и „Человек – Техника”. 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 подструктура профессионально важных качеств личности, детерминирующих профессиональную компетентность специалистов различных типов профессий.

Ключевые слова: системный подход; типы профессий; профессионально важные качества; компетентность, компетенции.

Cechy zawodowe jako wyznacznik kompetencji specjalistów z różnych rodzajów zawodów

Streszczenie

W artykule przedstawiono analizę dynamiki zawodowo ważnych cech specjalistów w różnych relacjach zawodowych: „człowiek – człowiek”, „człowiek – system symboliczny” i „człowiek – technika”. Podstawa badań empirycznych została oparta na czteroczynnikowej teorii funkcjonowania osobowości. Proces rozwoju zawodowego i jego transformacja jest skomplikowana i hierarchicznie zorganizowana na poziomie metasystemu i relacje między jego komponentami. Na pewnym etapie rozwoju zawodowego jest utworzony przez podbudowę integrujących go zawodowo ważnych cech osobowości, które określają kompetencje zawodowe specjalistów w różnych typach zawodów.

Słowa kluczowe: podejście systemowe, rodzaje zawodów, cechy zawodowe, kompetencje.