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TÍTULO: Estudio de la carrera profesional de especialistas con distintos niveles de experiencia profesional en el marco del psicodiagnóstico contextual y sistémico.

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RESUMEN: El objetivo de la presente investigación radica en estudiar la carrera profesional de empleados con distintas experiencias profesionales en el marco del psicodiagnóstico contextual y sistémico. Para solucionar las tareas planteadas y verificar la hipótesis fueron utilizados métodos de investigación como análisis teórico y generalización de las disposiciones de la ciencia psicológica dedicada al problema; experimento expositivo; y método del tratamiento matemático criterio de Fisher. La implementación de un reconocimiento psicodiagnóstico en el marco del diagnóstico de error mediocuadrático permitía detectar que existen las diferencias en las peculiaridades de la carrera profesional de los empleados de administración de distinto nivel de experiencia profesional.

PALABRAS CLAVES: motivación, carrera profesional, sistema, psicodiagnóstico contextual y sistémico, diagnóstico de error mediocuadrático.

TITLE: The study of the professional career of specialists with different track record within the scope of systemic-contextual psychodiagnostics.

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ABSTRACT: The purpose of this research was to study the professional careers of employees with different track record within the scope of systemic-contextual psychodiagnostics. For accomplishing the research objectives and testing the hypothesis, research methods were used, including: theoretical analysis and consolidation of psychological science findings on the problem; ascertaining experiment; mathematical processing method with the use of Fisher's ϕ^* criterion. Psychodiagnostic examination within the scope of SCP-diagnostics helped to reveal the differences in the features peculiar to the professional career of employees of the penal enforcement system with different track record.

KEY WORDS: motivation, professional career, system, systematic-contextual psychodiagnostics, SCP-diagnostics.

INTRODUCTION.

The current social and economic conditions set heightened requirements for the professional and personal qualities of specialists.

The career peculiarities of employees of the penal enforcement system, which implies inevitable overloads of various nature, demand special attention. Employees of the penal enforcement system are exposed to the objective distressing situations leading to various problems with health, working

life and social and professional capacity. Most common are negative changes in professional motivation, and signs of professional misadaptation that are closely related thereto.

Professional career is an individual conscious personal and professional stance of an employee in a specific life situation, with account of extra- and intra-organizational realities. A professional career is built by an employee who may work either for one company throughout the entire working life, or for different companies.

The professional activity of employees of the penal enforcement system implies overwhelming emotions, psychophysical stress and multiple factors causing stress, all of which take a toll on the professional motivation of employees. In addition, there is a problem of adequate psychological research.

When speaking about psychodiagnostics, it should be highlighted that in a real diagnostic situation, the examination process is sensitive to many variables, i.e. the hidden requirements of the diagnostic situation, anxiety in the face of assessment, researcher's attitude, motivational status, self-presentation motives, etc. These variables interact with each other, creating constantly changing new contexts, and the psychologist observes the end product of these rather complex interactions. The solution to this problem lies in the use of SCP-diagnostics by the psychologists in their practical activities.

DEVELOPMENT.

Literature Review.

According to T.S. Golubev (2017), career is considered as one of the most effective incentives in professional activity. To date, career is one of the main ways to achieve personal growth and realize own potential (Chigisheva, 2011). Career processes have their own distinctive features.

As noted by V.A. Chicker (2011), the term *career* means successful advancement in social, professional, research and other activities. As pointed out by M.V. Sysolyatin (2017), the concept of *career* is defined as a steady career progression contributing to the development of professional skills of an employee. Career is also defined as conscious actions inseparable from the professional experience and activities throughout the entire professional life of an individual. Therefore, the basis of a career is "Self Concept".

According to I.S. Kon (1988), inclinations, abilities and interests play the major role at the initial stage of choosing a profession. In the opinion of E.A. Klimov (1991), professional self-determination is one of the most important expressions of an actor that may be explored at two interrelated levels, gnostic and practical. In order for a person to choose a profession, one must, as A.A. Verbitsky (2015, 2016) states, part with a multitude of choices, which are possible only hypothetically, because in reality a person may fulfill only some of them, and never all of them. That's how a problem of choosing a future profession arises. As A.A. Verbitsky (2015, 2016) notes, the choice of profession and professional skills development begin with the professional self-determination.

E.Yu. Kholopova (2017) writes that professional motivation of employees engaged in the penal enforcement system is a system of incentives for the penal enforcement personnel, which should be built based on a thorough analysis of all needs and account for all individual, professional and age-related specificities.

E.V. Zhilko (2015) notes that the penitentiary facilities carry all the core features of the penal enforcement system which finds reflection in their goals, objectives, structures and functions. As a result, the various departments, units and services of the penitentiary facility deal with multiple social, economic and legal challenges within their competence. Therefore, the functions of employees serving in penitentiary facilities are also different.

A.V. Kokurin (2012) tentatively identifies three main motivational tendencies reflecting the extent to which the actions of an employee are adequate to the tasks of professional activity. For the first group, the dominant features are a steady interest of employees in their work, urge for personal development and a high professional self-esteem. The distinction of the second group is the financial overtone of their interests and needs, which seem to go beyond the main professional duties. The professional motivation among such employees is insufficient or unsustainable. The third group is characterized by a random choice of the area of activity and a clear dependence on the environment.

In conclusion, we would like to highlight that the motivation of an employee engaged in the penal enforcement system is both a process and a result of developing professionally significant motives. The motivational sphere of activity of employees of the penal enforcement system includes: socially-oriented motives; activity-oriented motives (cognitive, moral-value, moral-legal); motives of professional improvement. Professional motivation influences the career development of employees of the penal enforcement system.

Research Methodological Framework.

In order to study the professional careers of employees with different track record, the ascertaining experiment was conducted which employed the following diagnostic methods: "Motives for choosing a profession" by R.V. Ovcharova (1996), "Motives of professional activity" by K. Zamphir with modifications by A. Rean (Bordovskaya & Rean, 2000).

Our research was carried out in the psychological laboratory of the Federal Government Detention Facility N 1 of the Federal Penitentiary Service of Russia for the Republic of Mordovia. The research was conducted from February to April 2019. It covered 54 employees with different length of service.

The obtained diagnostic data were processed using primary and secondary mathematical statistics methods (percentage, the Fisher's φ^* criterion - angular transformation). Comparative analysis of empirical results allowed us to identify the peculiarities and differences in the professional career of employees of the penal enforcement system.

The methodological basis of the study was constituted by the systemic-contextual psychodiagnostics (SCP-diagnostics) developed by A.A. Verbitsky (2015, 2016) and M.I. Kargin (2010).

Ideas expressed by A.A. Verbitsky in 1982 at the roundtable meeting of the journal "Questions of Psychology" dedicated to psychological service at school, gave impetus to the development of a new direction - systemic-contextual psychodiagnostics (SCP-diagnostics). When developing the SCP-diagnostics, we proceeded from the fact that its methodological basis is constituted by the activity approach in psychodiagnostics, and the theoretical basis is formed by the systemic and contextual approaches (Kargin, 2010).

In psychodiagnostics, humanization should be recognized as the cornerstone of the activity approach, which is expressed in the refusal to view it as a branch of natural science psychology dealing with classification and ranking of people according to certain psychological traits. Facilitating the proper mental and personal development of a person should be recognized as the most important task of psychodiagnostics. These theoretical and methodological principles were laid at the foundation of the SCP-diagnostics (Kargin, 2010).

A huge contribution to the development of the system approach in psychology was made by B.F. Lomov (1989). He believes that in psychodiagnostics, a systematic approach to the development of diagnostic methods involves determining the order of objective grounds, which are assessed through the lens of psychological properties. He also points out that the task of studying the "pyramid of properties" becomes particularly important in psychodiagnostics.

SCP-diagnostics relies on the ideas of A.A. Verbitsky (2015, 2016) that it should be concerned with, first, the study of an individual as a team member, and, second, the study of potential of a team consisting of individuals. And it is the theory of contextual learning developed by A.A. Verbitsky (2015, 2016) that influenced the development of SCP-diagnostics (Dementieva et al., 2018).

The analysis of psychological and pedagogical works carried out at A.A. Verbitsky's school (2015, 2016) has shown that the change and perception of the phenomena under study always takes place in a certain "context": socio-cultural, interpersonal, historical, methodological, ideological, etc. All these and other factors combined create a context that predetermines differences in perception and directs researcher's attention. Therefore, it is vital to consider a context in which a particular mental phenomenon is developing and manifesting, as it helps to obtain the knowledge which is more versatile and objective (Kargin, 2010).

When speaking about psychodiagnostics, it should be highlighted that in a real diagnostic situation, the examination process is sensitive to many variables, i.e. the hidden requirements of the diagnostic situation, anxiety in the face of assessment, researcher's attitude, motivational status, self-presentation motives, etc. These variables interact with each other, creating constantly changing new contexts, and the psychologist observes the end product of these rather complex interactions (Dementieva et al., 2018).

In SCP-diagnostics, when analyzing the concepts of "context" and "system", attention is paid to the fact that the development of each member of society occurs in certain social conditions and they are specific to different societies (Kargin & Chirkina, 2019).

In our experimental research, we proceeded from the idea that with the development of society, the main priorities of state policy and human values have changed, and, as V.A. Shalaev (2014) writes, changes have touched the penitentiary apparatus as well. According to A.N. Mikhailov (2014), the motivational sphere of the staff on the penitentiary service is very dynamic: some motives lose importance, others gain dominance. I.N. Razzorenova and E.N. Wolfson (2015) believe that the

most promising for the long term is the intrinsic motivation of the employee.

Extrinsic motivation is short-term or only ancillary in nature. According to Yu.G. Bubnov (2014), the professional orientation role of motivational behavior attributable to an employee of the penal enforcement system depends on many factors. First of all, the performance of employees significantly depends on the labor incentives. Secondly, the job motivation of the employee should be forward-looking and relevant to the present. Thirdly, the motivational component of professional orientation of law enforcement officers plays an important role in the construction of attitudes towards law enforcement and penal correction activities.

The purpose of the empirical research was to study the professional careers of employees engaged in the penal enforcement system with different track record within the scope of the systemic-contextual psychodiagnostics. We set the following tasks for our research:

1. Based on the principles of the SCP-diagnostics, select a range of psychodiagnostic methods to explore the professional careers and motivation of penal enforcement staff.
2. Conduct a research to identify the features peculiar to the professional careers and motivation of employees of the penal enforcement system.
3. Describe the features peculiar to the professional motivation of employees of the penal enforcement system.

Findings and Discussion.

The experimental research, carried out on the basis of the Federal Government Detention Facility N 1 of the Federal Penitentiary Service of Russia for the Republic of Mordovia in Saransk, implied dividing the experiment participants into two samples according to their track record. In the first group there were 27 employees with less than 10 years of service, and the second group included 27 employees with more than 10 years of service.

The research revealed that intrinsic individually significant motives are dominant for the majority of employees with less than 10 years of service 66.7% (18 people), extrinsic positive motives for 22.2% (6 people), intrinsic socially significant motives for 7.4% (2 people) and extrinsic negative motives for 3.7% (1 person). Extrinsic positive motives are dominant for the majority of employees with more than 10 years of service 63% (17 people), intrinsic individually significant motives for 18.5% (5 people), intrinsic socially significant motives for 11.1% (3 people), extrinsic negative motives for 7.4% (2 people).

Thus, it may be stated that the higher number of employees with intrinsic individually significant motives was observed at a statistically significant level in the group of employees with less than 10 years of service as compared to the group of employees with more than 10 years of service (differences are significant at the level $p \leq 0.01$). The number of employees with intrinsic socially significant motives is equal in both groups at a statistically significant level (no differences).

Intrinsic motives for choosing a profession indicate that the employee values the profession for its social and personal importance; satisfaction which this particular job brings due to its creative character; the possibilities to communicate, take leadership over other people, etc. Intrinsic motivation is driven by the needs originating from within, and for this reason the individual delivers its job duties with pleasure, without any external rewards.

The number of employees with extrinsic positive motives is higher at a statistically significant level in a group of employees with less than 10 years of service as compared to the group of employees with more than 10 years of service (differences are significant at the level $p \leq 0.01$). The number of employees with extrinsic negative motives is equal in both groups at a statistically significant level (no differences).

Thus, we may say that for the majority of employees with the track record of less than 10 years, the intrinsic individually significant motives are leading, and for the majority of employees with the track record of more than 10 years, the extrinsic positive motives are leading.

Next, we would like to analyze the results of study of professional motivation of employees using the method "Motivation of professional activity" (K. Zamphir with modifications by A. Rean (Bordovskaya & Rean, 2000)). The results of study illustrate that the majority of employees with less than 10 years of service, 66.7% (18 people), have the intrinsic motivation, 29.6% (8 people) have the extrinsic positive motivation and 3.7% (1 person) have the extrinsic negative motivation. The majority of employees with more than 10 years of service, 85% (23 people), have the extrinsic positive motivation, 7.4% (2 people) have the intrinsic motivation and 7.4% (2 people) have the extrinsic negative motivation.

Thus, it may be stated that the higher number of employees with intrinsic motivation was observed in the group of employees with less than 10 years of service as compared to the group of employees with more than 10 years of service (differences are significant at the level $p \leq 0.01$). The number of employees with extrinsic positive motives is higher at a statistically significant level in a group of employees with more than 10 years of service as compared to the group of employees with less than 10 years of service (differences are significant at the level $p \leq 0.01$). The number of employees with extrinsic negative motivation is equal in both groups at a statistically significant level (no differences). Thus, we may say that for the majority of employees with the track record of less than 10 years, the intrinsic motivation is predominant, and for the majority of employees with the track record of more than 10 years, the extrinsic motivation is predominant.

For employees who have served for less than 10 years, the leading professional motivation is intrinsic motivation, while for employees who have served for more than 10 years, the leading professional motivation is extrinsic positive motivation.

The professional motivation of an employee of the penal enforcement system is both a process and a result of development of professionally significant motives. The motivational sphere of activity of employees of the penal enforcement system includes: socially-oriented motives; activity-oriented motives (cognitive, moral-value, moral-legal); motives of professional improvement.

CONCLUSIONS.

The results of mathematical processing using Fisher's ϕ -criterion helped us to identify differences in the features of professional motivation of employees with different track record, and the following was revealed:

- For employees who have served for less than 10 years, the leading motivation for choosing a profession is represented by the intrinsic individually significant motives, and for employees who have served for more than 10 years, the leading motivation for choosing a profession is represented by the extrinsic positive motives.
- For employees who have served for less than 10 years, the leading professional motivation is intrinsic motivation, while for employees who have served for more than 10 years, the leading professional motivation is extrinsic positive motivation.

The obtained empirical evidence may be used by psychologists of the penal enforcement system as the aid for personal development of the employees serving within this system.

Psychodiagnostic examination within the scope of SCP-diagnostics helps to more accurately reveal the differences in the features peculiar to the professional career of employees of the penal enforcement system. By using SCP-diagnostics we arrived at a conclusion that disregard by the psychologist of the context when interpreting the test and methodology results may lead to a situation, when having obtained the examination results, the psycho-diagnostician sometimes has no slightest idea how to use those and how to proceed.

The results obtained in this research may help to prevent negative implications of work within this system.

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