



The young scholars

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Acmeological characteristics of women-heads' professional self-attitude

In professional women-heads' work the knowledge of a person about self and development of subjective control makes the great value (W. James, G. Midd, E. Erikson, K. Rogers, S. R. Panteleev, V.V. Stolin, R. Bern, E. Bern, G. Rotter, T.N. Sherbakova, A.A. Rean, P.K. Vlasov, G.S. Nikiforova).

The system of personal self-attitudes mediates subjective interpretation of own experience and external effect, perception of self and world around, determines prospects of own development and prospects of relations with the world [3].

An adequate self-estimation allows a woman-head to place correctly priorities in professional field and interpersonal space.

For the purpose of revealing the key parameters of the women-heads' professional self-attitude, the technique of self-attitude of S.R. Panteleev has been used [2].

For revealing the most significant distinctions we have divided respondents into groups according to age and experience of work on a leading post. The age is the major biological attribute influencing on efficiency of woman-head's activity; therefore we received 4 age subgroups:

1 subgroup: 20-30 years; youth is the time of family attitudes and professional competence;

2 subgroup: 31-40 years; early maturity is the time of working activity and professional self-determination;

3 subgroup: 41-50 years; this is generation of a head, since the confidence in own forces allows them to accept critical decisions with such ease which was inaccessible earlier;

4 subgroup: elder than 51 years; mental factors of development are self-actualization of "I-concept", orientation on creative activity, need for working in business (job) liked [1].

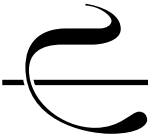
Analyzing the experience of tenure of leading post we have received 3 subgroups:

1 subgroup: 1-5 years

2 subgroup: 5-10 years

3 subgroup: over 10 years of administrative activity.

Thus, among women-heads of 1 and 3 groups a low level of self-attitude prevails, and in 2 and 4 groups an average level of self-attitude prevails; it is possible to assume, that



parameters of an emotional component will increase with increase in number of women-heads having a low level of self-attitude, and decrease with increase of number of women-heads with an average level of self-attitude. Our assumption finds the confirmation in count of significant distinctions between average and low level of self-attitude in the third group on scales: "global self-attitude" 5 ($p < 0,05$), autosympathy II ($p < 0,1$), self-acceptance 3 ($p < 0,05$), self-interest 6 ($p < 0,1$) and self-understanding 7 ($p < 0,01$), where parameters of emotional component of self-attitude are higher in group with a low level of self-attitude and, on the contrary, lower in group with a high level of the last.

It means, that among women-heads of the first group (with a low level of self-attitude) an exponent of feeling "for" concerning self is higher, than in the second group (with a high level of self-attitude), higher degree of self-sequence, self-understanding, approval of self in a whole and particulars, trust to self and positive estimation of self is peculiar to them.

It is necessary to note, that changes of parameters of emotional component both in the age group, and in groups of experience of leading activity of development of professional self-attitude should be considered as relative, their average significances are in borders of average and high parameters of GSA scales, that indicates the importance of this component in general for the process of professional self-attitude, and their distinctions reflect psychological features of a considered component depending on age. However, it is necessary to ascertain, that the greatest quantity of significant distinctions is presented at the third age group.

There is a natural question, why the group with experience of working for more than 10 years is characterized with low parameters of scales in the technique GSA including "self-attitude"? Here we should consider the idea of self-attitude as a sense of I and disputed sense as the unit of a structure of personal consciousness. Thus, after statement of V.V. Stolina, the semantic conflict generates necessity of reflective consciousness, solution of a problem of sense, and the result of its effective solution is reorganization of a system of personal senses [3]. In other words this scale reflects understanding as a result of the same process and is characterized by relative stability or harmony with self, whereas the process of self-attitude assumes presence and occurrence of new internal conflicts.

Results of the correlation analysis have shown, that self-understanding correlates with a scale of self-interest in 1 and 4 age groups ($r=0,35$, $p < 0,01$ and $r=0,41$, $p < 0,1$ accordingly) and with a scale of self-acceptance in the second group ($r=0,41$, $p < 0,05$). It means that development of professional self-attitude is an interest of women-heads to own ideas and feelings, confidence in attractiveness of self for others and unconditional self-acceptance, even with some defects.

Research of features of emotional sphere as a component of self-attitude can not disregard a question connected with self-estimation of a woman-head, under which we shall consider a result of integrative work in sphere of self-knowledge, on the one hand, and in sphere of emotional self-attitude, on the other. The received results we confirm with the questionnaire and present them in table 1.



Table 1

Opinion of respondents on success of their activity

Group of respondents	Number of respondents' answers (%)		
	Successful activity (the answer "yes")	Unsuccessful activity (the answer "no")	Not definitely (the answer "I do not know")
1 group	85	2	13
2 group	73	0	27
3 group	52	36	12

Results of empirical research have shown the following. In each of groups of experience of professional work there is a plenty of women considering the activity successful (table).

Thus, we carried out an empirical research of development of women-heads' professional self-attitude. During revealing significant distinctions between groups on scales of a technique presented above we revealed akmeological characteristics of professional self-attitude in different age groups and groups of work experience.

The Literature

1. Lopuhova O.G. Psychological sex of personality in modern social conditions: Thesis of Candidate of Psychological Science. Kazan, 2000, 162 p.
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3. Stolin V.V. Research of emotional and valuable self-attitude by means of a technique of administrative projection // Psychological journal. 1981. V. 3. p. 104-116.