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Psychological support of motivational orientation formation of senior pupils on employer's activity

Psychological support of motivational orientation formation of senior pupils on entrepreneur's activity is considered in this article.

Key words: *Psychological support, motivational orientation.*

At a contents level psychological practice is traditionally presented as deployment of support process of a subject's professional and personal formation (V.P. Zinchenko, E.B. Morgunov, G.A. Berulava, V.J. Krichevsky, L.G. Tarita, M.R. Bityanova, I.V. Dubrovin, T.V. Anokhin, K.A. Abulkhanova-Slavskaya, V.A. Petrovsky, S.L. Rubinstein) and foreign psychologists (P. Zvaal, K. Maklaflin, P. Ponte, D. Romano).

Nature of psychological support consists in complex transformations affecting on a kernel of personality. A developing personality requires psychological support, understanding, acceptance, advancing, special strategies and tactics, arming with mechanisms and ways of self-development. Consequence of such support is launching of processes of self-development, self-formation when the person himself, collecting all external influences, starts to form qualitatively new ideas and purposes and starts to operate not on external stimulus, but according to internal motive.

Psychological support of motivational orientation formation of senior pupils on employer's activity should promote development of initial ideas about the contents and variety of employer's activity, opportunities of its influence on development of personality and society in general.

Alongside with development of base ideas about employer's activity, in this case, problems of psychological support include also formation of positive emotional attitude to it, aspirations to expand the knowledge and to gain proper skills in this kind of activity. The important problem consists also in development of certain personal qualities which would allow to overcome a senior pupils' uncertainty in abilities to achieve success in this kind of activity. Positive attitude to employer's activity and readiness for its choice as a sphere of the future labour activity should become a result of work.

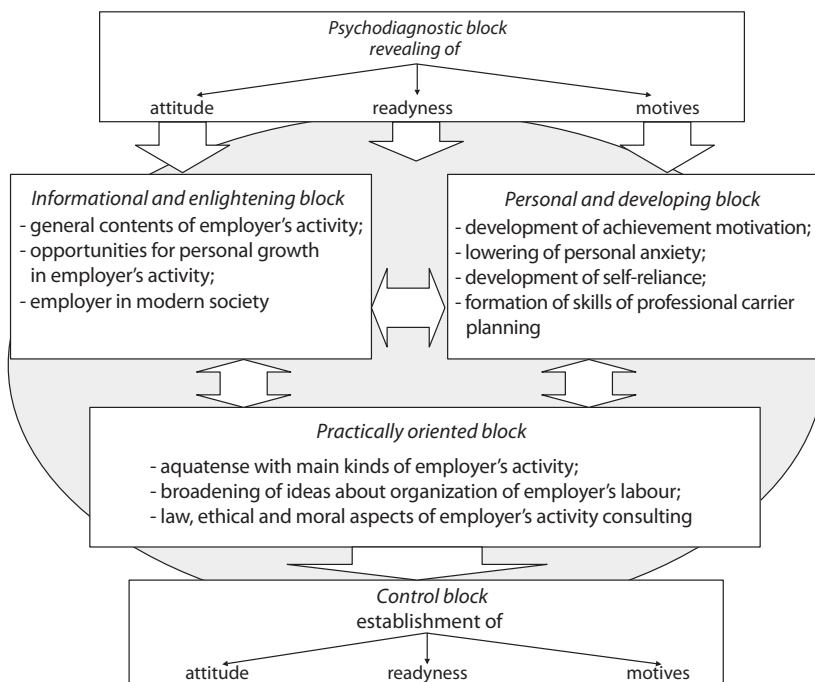
The suggested model of motivational orientation formation of senior pupils on employer's activity by virtue of complexity of a base phenomenon represents a complex construct (pic. 1).

The psychodiagnostic block of model of motivational orientation formation of senior pupils on employer's activity includes components which have shown the productivity at an ascertaining stage of our research: revealing of the attitude to a choice of employer's activity, readiness for a choice and motives of such choice. The purpose of this block was division of senior pupils into the groups, requiring and not requiring the psychological support of motivational orientation formation on employer's activity.



In result of psychodiagnostic block realization there were ascertained persons with negative attitude to a choice of employer's activity, without generated position concerning an opportunity of such choice, negative motives attributing to it, etc., i.e. persons with whom it is necessary to carry out a certain work on motivational orientation formation of employer's activity. Such opportunity is incorporated in psychological support and means constructive transforming, facilitating influence on a developing personality.

Designating substantial specificity of suggested model of motivational orientation formation on employer's activity, we should note that it was built as an element of purposeful work with senior pupils within the limits of their vocational counselling.



Picture 1. Model of psychological support of motivational orientation formation of senior pupils on employer's activity

The developed model of motivational orientation formation of senior pupils on employer's activity provides not only an initial estimation of some components of motivational orientation on employer's activity (attitudes, readiness of senior pupils for a choice of employer's activity, and also motives of such choice), but also their final estimation.



Carrying out of initial and final estimations of a level of motivational orientation formation on employer's activity among senior pupils allows to: to establish the contents of events under influence of purposeful formation of change in a sphere of motivational orientation on employer's activity, check quality of proper psychological support, reveal blanks in formation of required motivational education and to correct the work carried out in this direction.

For an opportunity of comparison of initial and required features of senior pupils' motivational orientation on employer's activity, the model provides revealing of identical psychological components of this motivational orientation: the attitude, level of senior pupils' readiness to a choice of employer's activity, motives of this choice.

The program of motivational orientation formation of senior pupils on employer's activity is based on the model of this process developed by us.

The carried out theoretical and experimental work allowed to understand that motivational orientation of a senior pupil on a choice of employer's activity is a complex psychological construct based on his ideas about the contents, specificity of organization and activity of businessman, and also on his attitude to a proper kind of activity. The motivational orientation of a senior pupil on employer's activity underlies its choice as a sphere of future professional self-realization.

The received positive changes in a status of the attitude of senior pupils to employer's activity, in their readiness for a choice of this activity and motives of such choice have confirmed quality of the suggested program and validity of the model underlying its development.

The Literature

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