



## The influence of the interpersonal relations of high school students upon their career plans.

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*The article analyses the problem of development of students' career plans. There are results of the empirical research which studies the influence of the interpersonal relations between students upon development of their career plans, they describe in brief the program proposed for the development of the interpersonal relations, which has the aim to extend the students' representations about psychological aspects of building and supporting interpersonal communications.*

**Key words:** *career plans, career, interpersonal relations, efficient communication, career orientations, professional competence, stability, challenge, entrepreneurship, autonomy, management, style of life, life plans, promotion, success, professional life, self-realization.*

The problem of students' career plans is one of the most important problems of the contemporary pedagogical psychology. It is really of great importance that the students had clear career plans, letting them to build their life after graduating from high school. Having a clear life plan about his career promotion the person can be sure about today and take measures about his career success in the future. Professional life can be the core which is able to support the other perspectives of life in different directions of self-realization. Later this core is completed by family creation, giving birth to children, adjusting everyday life, spending leisure time in the favorite way and etc.

Having career plans is of the paramount importance; however, they must be variable. This is the variability of career plans let the person to adapt easily towards dynamic changes of life activity, which lead to the break of the old conditions and the replacement by the new, unforeseen circumstances. Only the person who admits the different variants of his self-realization, in several, sometimes different fields is able to achieve success in his life.

The importance of the preparation of such specialist who are able to easily adapt for different life circumstances, finding themselves in new conditions, even unplanned in the frame of the professional education, makes actual establishing the factors which are favorable for achieving efficiency in this activity. As this factor we regard the ability of the student towards positive interpersonal contacts with fellow-students and teachers.

We proceeded from the assumption that the students' interpersonal relations create the positive environment, where he finds the information about possible spheres of self-realizing, reflecting the possibilities in different spheres, which gives him the confidence to be successful in this sphere.

From the above said, **the subject of our research is the influence of relations between students upon their career plans. The aim of our research:** to study the



possibilities of the development of students' career plans on the basis of the improvement of their interpersonal relations. Hypotheses of the research: 1) interpersonal relations of high school students create the environment which can be favorable for enrichment of their professional interests, realizing of different aspects of their future professional activity, building up life orientations, developing career plans; 2) students' career plans are the integration of understanding of the particularities of their future career, of the possibilities of self-development and personal orientations, they reflect hierarchy of their self-realization after high school; 3) extending the sphere of interpersonal interaction in high school, it is possible to create the possibilities, conducive to enrichment and concretization of their career plans.

We have used the following methods: the questionnaire «Career anchors» by E. Shein; the method of finding out the type of reaction to conflict situations M.M. Kashapova and I.A. Karacheva; the method of finding out the style of communication by S.A. Shein; test of hostility of Cook -Medley; the method of G.B. Rotter «Scale of interpersonal trust»; the method of the communicative tolerance by B.B. Boiko.

**As the sample we had a group of students -366 people**, which have been studying at several high schools of Rostov-on-Don.

The interpersonal relations vary a lot and depend on many factors. We have only distinguished some of them- objective efficiency and existence of interpersonal relations, students' subjective satisfaction of them, the presence of several qualities, having impact upon the state of the interpersonal contacts. These are the characteristics which we have taken as the main parameters, determining the level of the development of the interpersonal relations in the sample. Moreover, we have established and examined the link between interpersonal students and the development of their career plans.

The created program of the development of the students' interpersonal relations after approval has proved that the development of the interpersonal relations is able to influence positively their career plans.

According to the results of ascertaining and forming stages of our research we have received the data, which allow to make the conclusion that students' career plans represent subjective complex reflecting understanding the character and ways of building their future labor activity. The students' career plans are characterized by the accuracy of their representations about possible ways of self-realization and of building their activity in the selected field.

It was found that the most for contemporary students are career orientations like «Professional competence», «Stability» and «Challenge».

Being oriented to the professional competence, students try to make the career having higher professional skills and knowledge and the acknowledgement among the people of their circle as masters, superiority over others according to the quality of the activity and services.

«Stability» is the priority for the significant part of the students; career orientation is connected to career achievements as a result of promotion due to their devotion, loyalty to the organization. That's why they connect the beginning of their career with



a stable organization, able to provide a stable work place and guaranteed social security. The priority of this career orientation is due to the economical instability in the country and in the world.

«Challenge» is the priority career orientation where the need for self-realization is indicated as the need for self-realization, (self-expression), to achieve success in the society and among relatives relying on their own forces. Having such a career orientation, students try to stand out by their otherness and thanks to it to achieve career promotion.

Career orientations appear as a psychological phenomenon at the students' age, characterized by versatile links of forming components, being of different significance for their subjects. At the subjective level students' career orientations include the complex of career orientations:

- domineering career orientation like «professional competence» at the statistically significant level connected to career orientations «stability», «challenge», «entrepreneurship» and «autonomy»;
- «management (administration)» – with career orientations «stability» and «entrepreneurship»;
- «autonomy» – with career orientations «challenge», «entrepreneurship» and «professional competence»;
- «stability» – with career orientations « professional competence», «management», «service» and «integration of life styles»;
- «service» – with career orientations «integration of life styles», «entrepreneurship» and «stability»;
- «challenge» – with career orientations «autonomy» and «professional competence»;
- «integration of life styles – with career orientations «service» and «stability»;
- «entrepreneurship» – with career orientations «management», «professional competence», «autonomy» and «service».

Students' demonstration of several highly expressed career orientations let us speak about formed career orientations, determining the possibility of the variability of building their career.

It is established that the level of the development of students' career plans has an impact upon objective and subjective factors, related to the sphere of the interpersonal relations:

- formed interpersonal interrelations between students of high school;
- objective efficiency of students' interpersonal relations;
- students' satisfaction of the interpersonal relations with the fellow students and teachers;
- development of students' subjective qualities having influence upon the establishment and development interpersonal relations (the created style of building interpersonal interaction, state of hostility in relations, level of the interpersonal trust and communicative tolerance and etc).



The improvement of the students' interpersonal relations creates the basis for their career plans. The created program is conducive for maintaining and extending students' career plans destined to the development of the interpersonal relations, in order to extend their representations about psychological aspects of building and supporting people's interpersonal relations (special course "Psychology of the interpersonal relations"); to develop students' knowledge and skills in establishing and realizing effective interpersonal relations (training «Efficient communication»). The proposed program will be valid and will fulfill its tasks if they follow our recommendations.

1. The program should be implemented by specialists having psychological education and competent in communication psychology. They must have the experience of the trainers. It is advisable to enlist specialists of high school psychological service.
2. Before the realization of the program it is necessary to carry out diagnostic work, letting find out exactly the problems of each participant of the program in interpersonal relations. The further work must take into consideration not only the problems of the biggest part of students but the single cases as well.

#### **The Literature**

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