



Psychological features of the sense self-regulation of bank employees of the average link in the period of economic crisis

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In conditions of economic crisis professional work of bank employees causes specificity of personality's self-meaning strategies and features of its sense self-regulation. During professional realization, depending on economic and social conditions, among bank employees of the average link there happens a change of motivational structure and sense centrations according to available personal values, general life orientation.

Key words: *sense sphere of personality, professional self-realization, self-meaning strategies, sense self-regulation.*

Last two decades in Russia there is a rapid development of bank sphere. The modern social situation of development of our state is characterized by radical changes, first of all, in political and economic sphere of society's life. Interest to banks' activity in conditions of the Russian economy is considerable, about what there till the researches turned, first of all, to bank management studying (S.V. Arkhipova, S.V. Blokhina, T.V. Gritsyuk, T.N. Lobanova, V.N. Molodozhonova, T.V. Nikitin), to formation of the motivational mechanism of increase of efficiency of work of bank workers (O.V. Vasilyeva), to development of organizational consultation as a factor of increase of efficiency of activity of bank establishments (T.N. Lobanova, L.G. Shats). Here, the most urgent it is possible to consider the questions of formation of personnel selection of banks (N.V. Pushkarev) and studying of influence of personality's psychological properties on efficiency of activity of bank employees (I.V. Morozova).

At the same time in psychological and sociological literature there are almost no works devoted to the problems of estimation of crisis situations in bank system from the point of view of influence of this situation on value-sense features of employees; features of personal transformations in the economic crisis situation are not studied. However researches of psychology of professional work, acmeology, management and business psychology testify that features of professional behaviour will depend on what is the most valuable to the subject of activity that has personal sense, initiate self-meaning strategies, makes "kernel" of his self-meaning concept as a system of the steadiest sense formations in integrated self-regulation of personality (A.A. Derkach).

The value-sense content of professional work manifests in self-regulation, which major indicator in this work we considered a "measure of person's satisfaction in the work" (R.A. Zubov, V.N. Kelasyev), personal stability in various professional situations.

The contradiction which has arisen in the Russian society between real personal potential of the bank sphere employees and socio-psychological tendencies, connected with economic crisis consequences in the country and abroad, has generated the problem of research consisting in necessity to reveal how the general reorientation of



bank sphere affects the value-sense orientations of its employees, their professional and life prospects, especially workers of the average and low links, bank managers.

The research passed in several stages:

- 2007-2008 – organizational-diagnostic;
- 2008-2009 – correctional;
- 2009 – finishing.

The special technique of research is developed for achievement of the purpose and aims of the research problems. In the work the following methods of research have been used: theoretical analysis of the literature and documents, modelling, included observation, testing, interrogations, expert estimations, studying of activity results.

Within the limits of the psychometric approach, during the research of the sense self-regulation of bank employees the following techniques of researching of substantial and sense components of sense self-regulation have been chosen: SLO (D.A. Leontyev), the "Technique of maximum senses" (D.A. Leontyev), SAMOAL (N.F. Kalina), the "Value orientations" (M. Rokich), the "Orientation of personality" (B. Bass), the "Studying of self-estimation by means of ranging procedure" (A.A. Rean). For revealing of motivative-dynamic components a number of tests have been used: "Studying of motivational mechanisms of regulation of labour activity of personality" (G. Kokuriyov), diagnostics of motivational structure of personality (V.E. Milman), diagnostics of motivators of socio-psychological activity of personality, express diagnostics of personal competitiveness (N.P. Fetiskin, V.V. Kozlov, G.M. Manuilov). For computer data processing standard statistical methods and programs were used: Microsoft Excel 7.0" and "Statistika 6.0".

In the work the "Features of sense self-regulation of the bank worker" questionnaire was used (Shestakov A.A., 2001).

In result of the analysis of the received diagnostic data, following conclusions have been received.

1. It is established that sense self-regulation acts as a factor defining such components of professional success, as aim formation, estimation of a degree of importance of conditions of professional work, construction of programs of own executive actions, estimation of conformity of real results to criteria of success, decision on necessity and character of corrections of actions. Features of the sense self-regulation of personality include changes of substantial-sense and dynamic-motivational components: self-meaning and value orientations, self-actualization and a self-estimation; orientation of personality, its motivational structure, socio-psychological motivators of personal activity and its competitiveness.

In result of the analysis of the diagnostic material there have been made characteristics of motivative-dynamic components of sense regulation of participants of experimental research. For bank employees it is characteristic the strongly pronounced motivation of transformation and achievement. Among women, who made the majority of respondents, this indicator is similar to the reference characteristics peculiar



for men. It concerns, first of all, to expressed orientation on achievements and lowered orientation on communication.

2. It is established that sense self-regulation provides the subject's of professional work individual activity, orientation on establishment of optimum relations in professional sphere, formation of condition promoting professional success: from rigid addictive models to possibility of varying regulator formations as strategies of dependent-independent professional behaviour. Thus, depending on a level of development of sense self-regulation the employees have different professional and self-meaning strategies.

Thus, the successful bank employees have the following configuration of components of strategies of self-meaning orientations: Purposes > I-LC > LIFE-LC > Result > Process. The successful bank employees are not satisfied in their present life and give middle estimations to efficiency of the passed life period, thus, however, focusing on the future gives a full value sense to life. Focusing on the purposes promote the representations of the successful bank employees about themselves as about strong persons possessing a sufficient freedom in choosing, to construct the life according to the purposes and representations about its sense, in spite of the fact that a person not always can control the life, make decisions freely and realize them.

Bank employees with the average level of professional realization have the following configuration of the self-meaning orientation's components: Purposes > Result = I-LC > LIFE-LC > Process. For them a purpose presence in life has the great value. They are not satisfied in a present life. They estimate their life according to the representations about the personal possibilities and freedom in choosing; freedom in choosing in professional realization is limited from the point of view of these workers.

Employees with the low level of professional realization are more centred on themselves, on their problems' decision, in comparison with high and average groups of professional self-realization. At general passivity of the person there is no connectivity of self-regulation components, its structure and integrativeness in sense formations. If in the first group the representation about the maximum bases of human acts form difficult enough coherent structure and integrity, for the 3rd group it is characteristic maximum simplicity of these representations and their mosaic character – dissociation on components poorly connected among each other; employees with the low level of self-realization also had out the decentration index fall in comparison with both respondents of the average level of self-realization, and with the examinees having the high level of self-realization. On the contrary, among them the indicator of negativity essentially raises in comparison with both these groups (p is less than 0,01 in both cases). It characterizes representatives of the 3rd group as the people who's life is closed on themselves, in a circle of habitual forms of behaviour, a deviation from which causes discomfort. A reflexivity index, as one would expect, in the 2nd group is essentially above, than in the 3rd one. We regard it as a sign of decrease in this group of a regulating role of consciousness in relation to professional work. The high indicator of the decentration index characterises examinees of the 1st and 2nd groups as reso-



lute, assured of the forces, ready to carry out purposes in view, to realize plans, to be responsible not only for professional success and for successes in own life, but also for a life and successes of other people.

3. Bank personnel selection should be focused on features of transformation of sense self-regulation of employees of the average link (managers and economists) in the period of economic crisis as the important factor influencing the socio-psychological climate in collective. Psychological support of employees should become a component of work of the personnel management services and services of management of the personnel in banks. The special correctional program developed according to the features of sense self-regulation of bank employees, provides formation and maintenance of labour motivation, adaptation of the worker in organization and his subsequent professional development; personal stability to critical situations; increase of the professional work efficiency.

In the conditions of crisis it is necessary to practice widely a system of moral encouragements of employees, to apply a range promotion system; to use methods of employees' self-estimation of the work in parallels with the estimations given by heads of divisions; to practice constantly the horizontal moving of workers (promoting studying of adjacent trades; to hold regularly seminars and trainings for managers and economists of banks, to inform constantly the personnel on bank activity for the certain periods, about the vacancies and the used elements of personnel selection; to use competitions at replacement of various posts; close connection of promotion with retraining and increase of knowledge level, presence of curators in states of banks – skilled managers who carry out tutorship over young employees during years.

The Literature

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2. ...

The article is retracted 09/12/2019