

## Features of an industrial and socio-psychological adaptation of young specialists to organization specificity

**Toulivetrov S.N.**

*It considers features of different adaptation level young specialists from military-industrial complex research organization (MIC RO). The obtained data allows to analyse a success of young specialist adaptation to MIC RO specificity and research activity.*

**Key words:** *young specialists, an industrial adaptation, a socio-psychological adaptation, a task preparation.*

Analysis of MIC RO young specialist activity showed that much of graduating students from base universities under task preparation contract with the MIC RO are not always professionally suitable. Young specialist mismatch to MIC RO specificity by their individually-psychological qualities and competences lead to the great troubles during their adaptation to organization specificity.

The most suitable method, reducing an industrial and socio-psychological adaptation time and also improving its efficiency, is task preparation of young specialists to allow for work specificity of MIC RO.

The main purpose of investigation was to study young specialist personal features which appear in the course of adaptation. A research hypothesis was that there is a special combination of socio-psychological personal features. Under certain conditions these features can be a factor that indicates a successful/unsuccessful human adaptation within the organization.

An adaptation degree (full/partial) of young specialists after task preparation can be different then the adaptation degree of specialists without such preparation.

The object of investigation was 100 recent joiners were employed by major MIC research organization (FSUE All Russia SRI "Gradient", Rostov-on-Don city). All respondents are residents of Rostov-on-Don, male/female, having a high professional education.

An empiric research object included two groups of respondents. Group 1 is young specialists (50 people, 25 men and 25 women) after task preparation within organization departments before the beginning of the official labor activity. These specialists aged 23-30 are graduating students of universities under task preparation contract with enterprise.

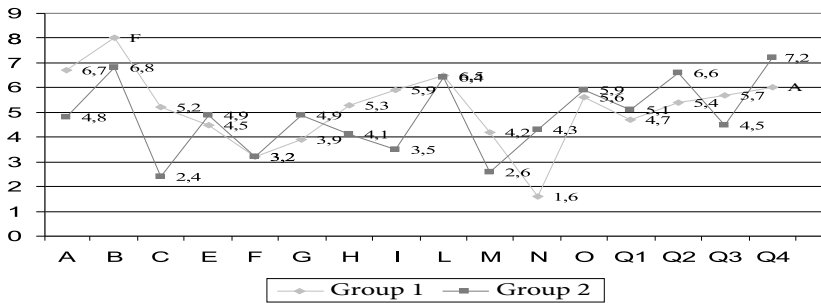
Group 2 is young specialists (50 people, 25 men and 25 women) without task preparation preceding the official labor activity directly on the premises. These specialists aged 23-20 are graduating students of universities without any task preparation contracts with enterprise.



Research methods are psychodiagnostics and method with statistical result processing.

Multifactorial personal Cattell R.B.'s audit (16 PF, form A, standard), K. Rodgers's and R. Diamond's diagnostic method of socio-psychological adaptation were used in the process of investigation.

The results obtained by the Cattell's method allowed to form generalized personal profiles of both test person groups (see Figure 1).

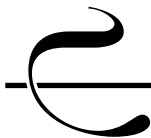


**Figure 1. Generalized personal profiles of group 1 and group 2**

As one can see from Figure 1 the most characteristic features of respondents related to group 1 are high values by factor B; tend to high values by factor A; low values by factor N; tend to low values by factors L and M.

The obtained results allow to separate such group 1 respondent features as outspokenness, mellowness, commutability. These respondents are active in the process of conflict resolution, they are not afraid of criticism and feel bright emotions. They have an abstract thinking tend, quickness, quick educability, firmness and efficiency. These respondents are emotionally mature, geared up for real life; they are outspoken, trustfulness and favorably disposed towards other people. More often they try to control their emotions and behavior.

In the group 2 factor index B<sup>+</sup>, L<sup>+</sup>, O<sup>+</sup>, Q<sub>2</sub><sup>+</sup>, Q<sub>4</sub><sup>+</sup>, C<sup>-</sup>, M<sup>-</sup>, F<sup>-</sup> are the most showed up. The obtained results indicate that the respondents of the group 2 have an emotional instability, sensitivity and low tolerance level in stress and frustrating situations. The most characteristic features of these respondents are caution, practicalness, taciturnity, pessimism, high level of uneasiness. They are inclined to introversion, restraint, solitude, rigidity, but they can have a high level of psychological process mobility, which means that respondents are aiming to be independent and self-sufficing; sometimes they take a dim view of other people values. They are inclined to the appearance of ultimatism, superfluous suspiciousness, incredulity and internal vigilance.



The socio-psychological adaptation features of both two groups were studied using C. Rogers's and R. Diamond's methods (see Table 1).

**Table 1****The level of socio-psychological adaptation of group 1 and 2 using C. Rogers's and R. Diamond's methods**

Factors	Difference magnitude (two-sample test, Z-test), $\alpha$	Groups		
		$\bar{X}$	Group 1	Group 2
Adaptivity	0,051	49,7	69,4	30,0
Deadaptivity	0,001	50,3	30,6	70,0
Self- acceptance	0,042	72,8	84,8	60,7
Self-rejection	0,005	42,0	71,6	12,4
Acceptance of other people	0,001	27,3	15,2	39,3
Rejection of other people	0,001	58,0	28,4	87,6
Emotional comfort	0,005	57,6	69,5	45,7
Internal check	0,006	51,6	57,1	46,0
External control	0,052	48,5	42,9	54,0
Dominance	0,001	69,8	54,6	84,9
Submission	0,001	30,3	45,4	15,1
Depression existence	0,001	44,8	26,4	63,2
Depression absence	0,441	55,2	73,6	36,8

The data argued that the whole respondent selection by the adaptation level can be equally estimated both adaptive (49,7 %) and disadaptive (50,3 %). In the most cases the respondents accept themselves (72,8 %) and reject themselves (58,0 %). And herewith they feel emotional comfort (57,6 %), their internal check and expansion (dominating conation) (69,8 %) are developed (51,6 %).

The respondents of the group 2 have a developed external control of their actions (54,0 %), but the respondents of the group 1 have a developed internal check (57,1 %). Both of them are rather inclined to dominate in the relationship with other people (84,9 % and 54,6 % respectively) than to be under the influence (15,1 % and 45,4 % respectively). The respondents of the group 2 more often feel depressive senses and have moods, than the respondents of the group 1; 63,2 % and 26,4 % respectively.

On the basis of the obtained results personal features and qualities of socio-adapted and non socio-adapted specialist within the organization were specified. (Table 2).



Table 2

**Personal features and qualities of socio-adapted and non socio-adapted specialist within the organization**

<b>Socio-adapted specialists</b>	<b>Non socio-adapted specialists</b>
1. Insight, independent	1. A low self-esteem, tendency to conformism
2. Acceptance of a liability for its own life and actions	2. Buck-passing or accusing a circumstances
3. A high achievement motivation	3. A low achievement motivation
4. Sociability	4. Restraint
5. Dominating in the relationship	5. Dependency
6. Self-trust	6. Lack of self-trust
7. Ability to plan its own life	7. Tendency to a lack of opposition
8. A lack of intercourse difficulties and tendency to collaboration	8. Intercourse and collaboration difficulties
9. A lack depression	9. Tendency to depression and subdepression

The investigation allows make some conclusions.

1. Young specialists without task preparation within organization have considerable difficulties during the process of work and organization adaptation. The specialists can quickly adapt to the organization after task preparation within the organization, the process of adaptation pass less traumatically and time-consuming.
2. The criterions of young specialist adaptation were defined. These criterions can be used to making of prognosis of young specialist adaptation within the MIC RO.

### **The Literature**

1. Big encyclopedia of psychological tests. – M.: Eksmo, 2007, 416 p.
2. Maslov E.V. Management of enterprise personnel. – M.: INFRA – Novosibirsk: NGAE&U, 2001.
3. Drujilov S.A. Human professionalism and professional adaptation criterions. United research journal. – M.: Published by TEZAURUS, 2003. – # 1. – P. 15-16.
4. Potocky M.U. Section "Human resources of Third millennium. Trends of modern human resource management". – M. GrossMedia, 2004.
5. Human Resource Management / Edited by T.U. Bazarov, B.L. Eremin – M.: UNITI, 2002.
6. Human resource management/ Edited by A.Ya. Kibanov – M.: INFRA, 2003.
7. Fonarev A.R. Forms of making personality under its professionalization // Psychology of human resource work in native specialists proceeding. Chrestomathy / edited by Vinokyrov L.V. – SPb.: Piter, 2001. – P. 414-423.