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The autopsychological competence of managers of an average link: functions, indices, projections

It is analyzed the problem of the autopsychological competence, specificity of its manifestation in professional work of managers. There are distinguished features of influence of autopsychological processes on efficiency degree in professional work.

Key words: *autopsychological competence, professional work, personal-regulative features.*

Socio-economic transformations of modern society involve change of a format of requirements to professional growth of the manager as one of key figures of a control system in various spheres of social practice. The accent is transferred on a level of development of subjectness, formativeness of the autopsychological competence, ability to model and realize constructive strategies of own being in a profession and out of it. It acts as one of the main psychological factors of actualization of the professional and personal potential of personality. Also it allows in the optimum way to use resources for the productive decision of professional problems in situations various on a degree of complexity. It is possible to distinguish some components of competence which can be used in development of the system of professional development and audit in managers' activity. Urgency of studying of the autopsychological competence is defined by the social order, growth of theoretical and practical interest to problems of development of the professional and personal acme. The analysis of native psychological literature has shown presence of internal correlations between components of this competence, possibility of distinguishing of various interrelations: self-regulation – self-cognition, I-concept – self-realization, reflection – self-creativity, motivation – self-cognition. The basic researches of the autopsychological competence are connected with studying of its separate elements: self-cognition, self-appraisal, formation of productive I-concept, self-regulation, professional consciousness, motivation of achievement and reflective culture. Some works are connected with acmeological culture, life strategies. A number of manifestations of an autopsychological construct, such as "self-creativity", "self-realization", "self-experimentation", "self-creation" are only presented from a position of theoretical researches.

In native psychology it is considered the autopsychological competence as a sign of a psychological and professional maturity of personality, and it is based on such characteristics as responsibility, self-determination, self-development, self-regulation, self-reflection, internality of control, self-consciousness, self-determination, motivation, senses, values. In foreign psychological literature the self-competence phenomenon is closely connected with motivation, regulation of behavior and cognitive abilities; the self-competence assumes interrelation between elements



of internal and external activity: self-management (successful overcoming), self-perception and efficiency.

The developed autopsychological activity promotes an adequate self-appraisal, development of a positive I-image, achievement of the raised professional and personal problems. On the basis of supervision over an activity of prominent Russian businessmen M. Mely distinguishes the personality's internal characteristics promoting the organization of an optimum level of life activity on the whole, designating a "self-made" category, uniting the businessmen who do not have administrative and political resources initially. Creating their activity from nothing, they became successful only at the expense of the personal qualities, such as: scale and clearness of purposes; absence of internal barriers, of internal conflict; ability to management of own principles and motives; optimism; sensation of absolute possibility to influence all events (self-confidence); openness to a "severe truth" and real facts; competence of time; charisma presence; clearness of thinking and unalternativeness of decisions; ability to apprehend information maximum "on an entrance", without putting any filters, barriers, to analyze it, to establish non-standard correlations. People entering into the "self-made" category are based on their strong qualities, successful strategies, on achievements which they have by the given moment. The presented data, in our opinion, corresponds with characteristics of the autopsychological activity (self-determination, self-consciousness, self-organizing, independence, self-relation, self-determination). Presence of this kind of competence provides constructive subject-subject relation, promotes achievement of the raised significant purposes, activation of the personal and professional potential that is a significant determinant of successful activity. Definition of a functional role of the autopsychological activity in professional work of managers is multiple: providing of an optimum functional condition, processes of planning and organization of working process, construction and support of constructive interpersonal relations. The developed autopsychological processes are shown in professional work as constructive strategies of behavior directed on achievement of the raised problems, including the activity, the productive I-concept, the developed system of self-regulation, internality, responsibility, some cognitive styles etc. Vectors of development of this formation can be vital strategies, life styles. Specificity of its influence on life activity of the person on the whole is shown in features of behavior strategies, mechanisms of a choice realization, ways of actions in crisis situations.

It is significant and actual the research of expressiveness of indices of the autopsychological competence among managers of an average link in which course it is distinguished two groups of respondents: with high and low level of professional efficiency. As a result of empirical research the interesting data is received. In relation to subjective control, heads of both groups have higher indices on the internality of failures scale (If) and relations of production (Ip) in comparison with the scales of internality of achievements (Ia), health (Ih), family (If) and interpersonal relations (Ii). The important fact is presence of the positive correlation of the general



internality scale with the scales of internality of failures (0,7), relations of production (0,7), family relations (0,7). It successfully allows to regulate, first of all, the sphere of relations of production, possible errors and family relations. That is connected with features of value orientations and distinguishing of subjectively significant spheres of self-control. The received indices under the test of S.R. Panteleev have allowed to distinguish specificity of the self-relation system of respondents which is characterized by: the developed feeling of self-esteem (positive self-representation), ability to appreciate own private world, its degree of riches, definition of own "I" as active, capable to self-organization, to organize the activity and interpersonal communication. In own eyes the interrogated respondents look as effective, well-being people. Thus the aspiration to self-improvement and self-development isn't expressed. The analysis of the indices received by means of the projective technique "Nonexistent animal" has also shown an expressiveness of such components as an adequate self-appraisal, self-control, positive self-relation. The correlation analysis of the received data with use of the 16-PF questionnaire of R.B. Kattell has allowed to distinguish a number of positive correlation dependences between test factors. It is interesting that the higher it is the general I.Q. of respondents (the factor B), the more it is expressed the factor I (kindness). The interesting fact is presence of the negative correlation between the factor I (sympathy) of the 16-PF questionnaire of R.B. Kattell and the "sensitiveness" scale of the SAT. That allows to say that the higher it is a degree of reflection of own desires, feelings, needs, the lower it is a level of readiness of the head to understanding and acceptance of an opinion of other people. At the level of professional work it can be shown in orientation on a result, instead of a command. Presence of high indices of the general mental abilities indirectly testifies to the cognitive competence of managers allowing heads to estimate own possibilities and possibilities of a collective in a real situation adequately, and also to prognosis of actions of other participants of a project. That is a significant moment in formation of the activity's self-efficiency. We should note presence of the positive correlation of the factor C (force of I) and the factor H (social courage). Presence of the force of I, stress resistance as a personal characteristic of the manager allow him to make active the internal resources, to be purposeful and persevering in a purpose achievement, to feel own confidence in a positive result of his actions. Also in this group of respondents it is received high index under the factor Q3 (self-respect, self-control) that testifies to ability to finish the begun business, to control own behavior and emotions, inclination to highly appreciate own achievements. The interesting fact is presence of low level of the factor Q4 "internal pressure". Thus a level of internal pressure positively correlates with such personality's feature as high pretensions in relation to associates in performance of their functional duties, reference of attention to mistakes in work made by own employees (the factor L). It is noted the correlation of the factor E "domination" with the factors H "social courage" and the factor Q4 "internal pressure". As the received indices of the self-actualization test (SAT) show, managers of an average link having high level of efficiency of activity, differ



by the expressed indices on the scales of "spontaneity", "self-esteem" and "sensitivity". That in managers' behavior is shown as fulfillment of the considered actions, high level of own advantage. Among respondents it is marked low level of development of "sensitivity", understanding of own true needs, feelings, desires that is an original protective mechanism. Low indices on the scale "spontaneity" testify to respondents' aspiration to control and possession of conditions, a business situation in professional work, thus they are inclined to constrain expression of own feelings. Ability to appreciate own advantages, successes is shown in features of behavior, a manner to behave with a higher management, and is expressed in recognition of importance of own contribution to organization's development, estimation of a level of own salary. Presence in both groups of respondents of the positive correlation of the scales of "self-esteem" with the scales of "self-acceptance" (0.7) and "supports" (0.7) is interesting. That testifies that self-acceptance level depends on quantity of successful situations and expressiveness of those character features which are regarded by managers as advantages. Thus, the more respondents appreciate the advantages, the more it is expressed an independence of own values and behavior of external factors in behavior. The received data testifies to a high significance level of situations in which acceptance of wrong decisions conducting to failure is possible. That is proved by the data received under the LSC. As protective mechanisms (coping-strategies) there are distinguished: high level of self-control of own failures; behavior of managers in professional work is directed on prevention of situations of failures and possible errors. The research has shown that the higher it is the level of development of understanding of own needs, feelings, the less it is aspiration to accept opinion of others. The most expressed is the aspiration to self-control and self-regulation, presence of distinctions among managers with various degree of expressiveness of efficiency in professional work in a system of world outlook attitudes and professionally important qualities.

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