

**Astapenko E.V.**

Auto-psychological competence as a subjective-acmeological determinant of efficiency of professional work of the manager

In the article it is considered the complex model of auto-psychological competence of managers of different degree of efficiency. There are presented the results of empirical research, manifestations of auto-psychological competence in determination of efficiency of professional work of managers. There are given psychological portraits of managers showing different degree of efficiency.

Key words: *auto-psychological competence, acmeological factors, career growth, model of auto-psychological competence, efficiency, subject of activity, professional work.*

Development of modern society regards as of paramount importance of research of problems of subjective acmeological determinants, ensuring success of the subject in various spheres of his life. Today more and more interest causes studying of resource possibilities of personality and barriers of personal and professional, and also psychological-acmeological factors of achievement of professional and personal acme. Within the system of psychological-acmeological factors, native and foreign psychologists (A.A. Derkach, T.V. Egorova, L.A. Stepnova, Patricia A. Alexander, Murpfi P. Karen) give a special role to a phenomenon of auto-psychological competence as to a system of characteristics of the subject providing high level of self-initiation, self-organizing, self-creativity and self-development. Modern world tendencies in development of psychological researches differ by expressiveness of interest to questions of auto-psychological competence: the contents, condition, mechanisms of formation, role in organization of life activity of the person. Last decades in native science there has increased the quantity of psychological-acmeological researches of professional and auto-psychological competence of the subject (O.S. Anisimov, O.I. Zhdanov, V.G. Zazykin, V.B. Narushak, E.V. Saiko, M.F. Sekach, U.V. Sinyagin). Auto-psychological competence acts as one of the main psychological factors of actualization of professional and personal potential of the subject that allows to use in the optimum way resources for productive decision of professional problems in various on a degree of complexity problems of personal being of the person. Now it is observed social and subjective demand of such psychological qualities as «autonomy», «independence», «responsibility» that is defined by features of development of society and reflects specificity of formation of new generation of the heads, capable to organize life activity as a whole in the optimum way (V.S. Agapov, V.I. Andreev, A.A. Derkach, R.L. Krichevsky, E.A. Mogilyovkin).



Activity of managers is significant for development of the basic business processes of organization not only from the point of view of control and coordination, but also in a context of management of questions of personnel selection, development of corporate culture, loyalty of employees in relation to the company, readiness to self-development and transformations. Efficiency in activity of managers is defined by readiness for achievement of professional acme, aiming at success, developed auto-psychological abilities that allows in the optimum way to self-organize own work, to establish constructive mutual relations with people, to set and achieve an object.

Thus, **the purpose of our research** is to study influence auto-psychological competence as subjective-acmeological determinant on efficiency of professional work of managers.

The research object consists of 178 persons at the age 25–55 years – heads of average and top section of the building, consulting companies and banks, from them 54 women, 124 men.

The research techniques are: «16 PF – questionnaire» (R.B. Kettell), the test of research of a level of subjective control (LSC), the technique of research of self-relation of S.R. Panteleev, the projective technique «A nonexistent animal», the self-actualization test, an expert estimation with the developed author's criteria for the purpose of revealing of a level of efficiency in professional work, the technique «A photo of the working day» (PWD).

On the basis of the received results of the empirical research and statistical data processing, we can formulate following conclusions.

1. The conducted empirical research has shown influence of subjectively-acmeological determinants on efficiency of professional activity of managers of average section. That is shown in optimum use of personal resources, high self-appraisal, development of ability to self-actualization, integrativeness of a level of subjective control, efficient control over own time, self-efficiency, harmony of self-relation.
2. There are revealed signs of high level of development of the system subjectively-acmeological determinants: positive self-relation, developed subjective control, aspiration to values of the self-actualized person. Functions of auto-psychological competence of professional work of managers are concretized: development of self-efficiency, the efficient control over own time, adequate self-estimation of own activity and work of own department, forecasting of result of activity, self-affirmation, regulation of mutual relations and construction of self-programs of professional development.
3. It is presented the complex theoretical model of auto-psychological competence of managers. The structure auto-psychological competence includes: axiological, emotional, cognitive, regulator components. It is designated the auto-component of a profile of key competences of the head of average section: high self-control, self-trust and orientation on a result, emotional stability,



- positive relation to self, ability to appreciate the advantages, sensation of own importance, adequate self-appraisal, ability to purposeful considered actions, complete perception of the world, people, ability to self-organizing.
4. There are revealed distinctions of individual-personal qualities of managers with higher and lower level of efficiency of professional work. **Managers of high level of efficiency** in professional work possess high level of general internality with prevailing of self-control in the sphere of achievements, failures and productions. They are characterized by high analytical abilities and the developed ability to keep self-control in situations of mental pressure, perception of self as the worthy person whose inner world is rich and filled with personal senses, thus the inner «I» is a source of own activity; adequate self-estimation, absence of aggression. Alongside it is not enough expressed orientation on own needs and feelings, high level of readiness for active actions, optimism, sensitivity in relation to own feelings and needs, by orientation on result in achievement of objects, optimum way of organization of working process. In activity they pay sufficient attention to such processes as planning, information processing. Priorities remain: negotiating, control, organization and work with information. The psychological portrait of **not enough efficient managers** differs by such characteristics as lower level of control of succession of events in own life activity. It is peculiar to them lower internality, including in the sphere of productions, achievements. The tendency extends on all spheres of life activity of managers: family, interpersonal relations, health, high level of conflictness in relations with collaborators, high level of demands, insufficient steadiness, not always well-founded aspiration to lobbying of own ideas, doubt in own ability to cause admiration, approval from associates, difficulties of self-estimation as well-being effective individual. They are subject to feeling of dissatisfaction in own possibilities, disposition to experience feeling of weakness, doubt in respect from other people, faster feel weariness, show less working capacity. In behavior it is shown instability of emotional relations with employees; not constructive ways of influence in the form of claims, requirements, criticism; reproaches are more often shown. Orientation on approval of a higher management is expressed. In activity structure great extend is occupied with control of actions of subordinates and raised frequency of unplanned spontaneous actions.
 5. Results of the conducted research of the problem have allowed to develop the complex theoretical model of auto-psychological competence of the manager of average section which includes the following components: axiological, cognitive, emotional, regulator. Set of components reflects the contents of auto-psychological competence. The model presents functions, criteria of development, and also projections of this kind of competence of professional work of the manager and the system of acmeological support of the manager's professional development.



Research prospect is studying of interrelation of components of the system of subjectively-acmeological determinants, features of realization of strategies of coping-behavior of managers of average section as manifestation of auto-psychological competence; creation of complex programs of psychological-acmeological support and development of personality of the professional in the sphere of administrative activity.

References

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