

The young scholars

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Acmeological approach to the research of professionally significant qualities of managers housing and communal services

In this article there is analyzed an integration approach to the study and research of individually-typological and personality's peculiarities and virtues of middle level official chiefs of housing and communal services, that influence on their professional successfulness and activity's effectiveness.

Key words: *acmeology, individual typology, personality's virtues, activity's subject, state office employee, professional formation.*

The policy of management and reconstruction of housing and communal services is especially actual and topical in today's Russian state. The economic factors of conversion of management system to the new levels, however, the paramount ones remain the questions concerning to the human resources policy of the employees working in this most important sphere of social relations. Personal and individual typological features of the middle level of housing and communal services sphere do not correspond to contemporary management system. Consequently, first, one should improve the professional selection and assessment system, concentrating in personal and individual typological virtues to provide professional formation and growth, risk reducing of contemporary management system, second, create the special trainings and correction system and working out the necessary habits, strategies of decision taking, the interaction ways of middle level leaders in housing communal services sphere. In the study of this contingent of middle level state employees we see the novelty of this research.

In our research had taken part the managers of «Housing and Communal Services and Energy Supply Department», - totally 55 persons (43 men and 12 women). To study and analyses of the personal virtues of managers there had been used: The methods Mr. R.Cattell, the Lusher's test, Methods of Mr. D.Marlow and Mr. D.Crown, «Research Methods of Thinking Flexibility», Methods of E.P. Torrence «The Side Choice». To study of the individual typological virtues of managers there had been used following methods: The measuring of individual profile asymmetry, «Haploscopy» of Mr.V.L.Talanov; psychometrical methods. To exposure the effectiveness of management activity of officials, had also been used Methods of Mr. A.L. Zhuravliov.

The special questionnaire for definition of obligations' knowledge, norms and laws, rules for managers had also been worked out and used by them, and one test – a task for taking an organizational management decision in the situation of lack of time (2 minutes).

The theoretical analyses and generalization of empiric data of tested persons let us to make the following conclusions:

1) The majority of managers have average expressed data concerning their intellectual peculiarities (52,7%) that witnesses about middle level of adaptation to the changing conditions of professional activities, about the trend to the troublesome resetting to the different innovations and transformation from old habitual methods of professional activity to the new ones.

2) Individual virtues of majority of chiefs officials (in mean value is 60%) are expressed in the right side individual profile of sensor and motor asymmetries that witnesses about high level of sociality, that is connected with the state employee of working activity specific. However, such a «left-hemisphere» analytical approach can become a few effective.

3) Individual virtues of managers are characterized with the mixed type of nervous system, with the low level of lability, that points to emotional stability, endurance, inertness of excitation.

4) The functional characteristics are expressed with the average activity level and the capacity for work level. There is a trend to the low anxiety level.

5) The majority of interrogated chiefs are communicable, have an expressed quantity of group contacts, they have a good level of teamwork, have a social boldness and activity.

6) The majority of official chiefs (81,8 %) hold to collegial leadership style. In the combination with the received data concerning motivation of approval - 43,6 % of chiefs are orientated to the social significance - such a leadership style can not be considered as a most effective one. The chiefs with a mixed style (directive-collective) possess the more flexible leadership strategy. They are presented with 12,7% from the whole researched group.

8) The data calculation concerning the efficiency of management decision choice had demonstrated, that an average result is here the most expressed one (61,8%). Taking it into consideration we can suppose that in the extraordinary situation to take a management decision for the minimum time assigned, the effective had become 10, 9% (6 persons) of officials chiefs.

Thus, being based on the fact, that psychological- acmeological regularities are considered like stable connections between the level of specialist's productivity and the factors that stipulate this level, we can conclude, that personal and individual typological virtues / characteristics / of middle level housing and communal services official chiefs correspond to very specific of state employee activity only in the middle degree. They must be regarded in the context of this activity, it is necessary to create a quite new psychological acmeological set of tools for selection and choice and elaborate a specially selected fit complex of training measures for rising of efficiency and formation of chiefs and leaders as professional activity's subjects.

The Literature

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