VALUE CONCEPTS OF "CAREER" AND "PROFESSIONAL" SELF-DETERMINATION

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Abstract

The article discusses the meaning of concepts of professional and career self-determination. The author gives the most important foreign and Russian approaches considering these phenomena. It is pointed out that the career self-determination has a wider meaning than professional self-determination. It is a psycho-reflective activities aimed at creating an image of a future career and to find ways to implement it.

Keywords: career, personality, profession, psycho-reflexive activity, self-determination, self-realization, the subject of labor

The problem of career self-determination developed in the foreign researches. This term is only introduced in Russian psychology. It is increasing the number of researchers who point to the need to study the career aspects of professional activity and professional self-determination. Most authors believe that the concept of a career has a wider meaning than the concept of the profession, professional self-determination (B. Bogitsevich, A.N. Demin, E.A. Mogilevkin, O. Moskalenko, N.S. Pryazhnikov, A.B. Sedykh, D.E. Syuper, K. Hudzikovski et al.).

L.S. Gottfredson, J. Green House, R.A. Noe, D.E. Super, L.S. Hansen, D. Hall are studying the problem of career self-determination in foreign psychology. AN Demin, EA Mogilevkin, AS Novgorodov, AB Sedykh, VK Shapovalov are studying the problem of career self-determination in national psychology. K.A. Abulkhanova-Slavskaya, R.L. Krichevsky, N.S. Pryazhnikov et al. are examining the different aspects of career self-determination.

Many researchers suggest that career of the person determined by various aspects of self-awareness and self-determination (K.A. Abulkhanova-Slavskaya, O.O. Bogatyrev, A.A. Bodalev, N.S. Pryazhnikov, D.E. Super, E. Shane).

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For example, D.E. Super indicates that the bases of career development are self-concept, motives and values that determine career choice [3].

I.P. Lotova considers that the system of personal meanings and internal plans influence on the career development, and the regulatory role carry out the motives of the person [6].

A.A. Bodalev in their research proves that there is a relationship of career and life orientations of the person [10, c.222].

All this proves the importance of self-determination for the future and implemented career.

What is the difference between the concepts of career and professional self-determination?

The concept of professional self-determination is widely used in Russian psychology, whereas in foreign psychology studies all based around a career context.

Many national researchers have studied the problem of professional self-determination: E.A. Klimov, I.S. Cohn, N.S. Pryazhnikov, A.A. Rean, I.S. Rozum, S.N. Chistyakov and others.


Professional self-determination is a human activity, the content of which depends on the stage of its development as a subject of labor [5, p.8]. So content is to construct the image of the desired future and life’s purpose in the mind of the subject, characteristics self-awareness, awareness of their personal qualities and their professional importance, mastery of professional knowledge and skills, etc. Readiness to choice of profession is the result of professional self-determination.

N.S. Pryazhnikov defines professional self-determination as the search personal meaning in the profession that a person chooses, develops or is already implementing. In addition, personal meaning is defined in the process of professional self-determination, which is part of the Career [9, c.17].
E.A. Klimov indicates that the concept of professional self-determination applies not only to professionals but also to the developing potential subject of labor [5, c.25].

In general, can define that the two approaches are distinguished in understanding the concept of professional self-determination:

1. Interpretation of professional self-determination as a process of the choice of a profession mainly in adolescence and early adulthood (Kukharchuk A.M. 2003, Safin V.F., 1986, etc.);

2. Interpretation of professional self-determination as a complex long-term and dynamic development of the subject, which covers the entire period of employment (K.M. Gurevich, E.A. Klimov, T.V. Kudryavtsev). In this case study phases and stages that pass the subject in the process of professional self-determination (the emergence of professional intentions, goals, implementation of professional choice; vocational training; adaptation to the profession and place of work; self-realization in work activities).

As can be seen in professional self-determination included all that relates to human evolution in the profession, on the stage of her choice to reach the top of professional development and self-realization in work activities. Thus, under the profession often understood as "necessary to society, socially valuable and limited due to the division of labor, the application area of physical and spiritual powers of man, giving him the opportunity to receive a return of labor expended the necessary means of subsistence and development. Profession for the individual – it is an area of possible labor action. A person must have a sum of knowledge and skills and have professionally significant personal qualities to successfully implement these actions "(A.K. Markova [7, p.10]). Profession is the source of existence and provides opportunities for personal fulfillment.

The concept of career is more inclusive in meaning, as in the existing scientific concepts in career includes not only professional activities, as well as training (O.V. Moskalenko, F.R. Filippov) and unprofessional activities (eg, work housewives, career mothers, career seasonal workers or recreational activities) (D.M. Ivantsevich, A.J. Kibanov, A.A. Lobanov, R. Young). In addition, career includes phenomena that are not related to the profession: moving between organizations (P. Mirvis, D. Hall), careerism (N.S. Pryazhnikov), lifestyle features (K. MakDenielz) life outside of work (A.Y. Kibanov), and the roles performed by the subject, including non-professional roles (D.E. Super).

So N.S. Pryazhnikov emphasizes that a career is not only a successful professional activity, but also the success of the whole of life [9, p.136].
Also career maintained even in a situation of uncertainty professional identity (Chudzikowski K. et al., [1]).

Thus, professional self-determination means development of man as a subject of labor activity. Career context extends beyond profession and employment, including life aspirations and plans, as well as non-professional side of life. Profession and work are the only one of the most important conditions for career advancement. Therefore, career self-determination has a wider meaning than professional self-determination.

We understand career self-determination as a psycho-reflexive activity aimed at finding their way to career development and the creation of its image, which included significant personal components (values, motivations, life strategies, etc.).

Many authors prove that the image of a career already formed in adolescence. So V.N. Markin indicates that in the senior school age lays the deep determinants of the future career behavior [8, p.34].

D.E. Styurina believes that although the first stage of a career actually begins with the start of work, but the "Start" career much earlier, during the school [11, p.34].

K.A. Abulkhanova-Slavskaya believes that the life plans of young people have orientations to career already in adolescent [4, p.36].

F. Hodkinson emphasizes that it is important to start the process of career self-determination in senior school age. Is a normal appearance of thoughts about career and career orientations in this age [2, p.4].

Thus, the concept of career self-determination has a wider meaning than the concept of professional self-determination. Career self-determination begins in the senior school age and is an internal human activity, which aims to create the image of a career and finding a way to implement it.

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