

SUMMARIES

PSYCHOLOGY OF ORGANIZATIONAL DEVELOPMENT AND ORGANIZATIONAL CHANGE MANAGEMENT

DISTINCTIVE PSYCHOLOGICAL CHARACTERISTICS OF TRAINING 'ETHNOPSYCHOLOGICAL FACTORS OF ORGANIZATIONAL DEVELOPMENT OF EDUCATIONAL INSTITUTIONS'

L.M. Karamushka
K.V. Tereshchenko

The article considers the psychological aspects of the application of the training course 'Ethnopsychological Factors of Organizational Development of Educational Institutions' in the process of educational institution managers' refresher training. The author analyzes the distinctive features of trainees' perception of some interactive techniques used in the training as well as trainees' assessment of its effectiveness.

Keywords: training, ethnopsychological characteristics, organizational development, multiculturalism.

MANIFESTATIONS OF COMPETITIVENESS OF EDUCATIONAL INSTITUTIONS AND THEIR ASSOCIATIONS WITH ORGANIZATIONAL DEVELOPMENT

O.A. Fil

The article describes the basic manifestations of educational organizations' competitiveness as well as presents the results of investigation of the relationships between the levels of educational organizations' competitiveness and levels of organizational development.

Keywords: competitiveness of educational organizations, organizational development of educational organizations.

ORGANIZATIONAL PSYCHOLOGY

THE DISTINCTIVE PSYCHOLOGICAL CHARACTERISTICS OF APPLICATION OF THE TRAINING COURSE *THE PSYCHOLOGY OF BANK STAFF'S TEAMWORK TRAINING*

P.P. Bleshmudt

The author presents the training course *The Psychology of Bank Staff's Teamwork Training* developed by him analyzing its structure and the distinctive features of its application.

Keywords: training, bank staff's teamwork training.

FEATURES IDENTITY AUTOREGULATION HEADS OF COMPREHENSIVE EDUCATIONAL INSTITUTIONS

O.I. Bondarchuk

The article highlights the distinctive features of personal self-regulation of heads of secondary schools. The author analyzes the results of an empirical investigation of personal self-regulation in relation to the professional and organizational factors.

Keywords: self-regulation, personal self-regulation, heads of secondary educational institutions, job stress.

DISTINCTIVE FEATURES OF ADMINISTRATIVE DECISION MAKING AS A PROFESSIONAL ACTION

G.O. Gorban

The article highlights the distinctive characteristics and socio-psychological meaning of administrative decision making. The author describes the main components of effective decision making which include goal-setting, reflection, and examination.

Keywords: decision making, planning, goal-setting, reflection, examination.

BASIC PRINCIPLES AND APPROACHES TO STUDYING BURNOUT IN FOREIGN PSYCHOLOGY

O.V. Hrytsuk

The article deals with the basic principles and approaches used by foreign psychologists in studying burnout. It is noted that burnout is a personal deformation due to emotionally difficult and/or tense relations in the 'man-to-man' system that develops over time. The author stresses the lack of common principles in investigating burnout as well as shared ideas about its nature. The role of burnout remains indefinite among other concepts related to individuals' occupational maladjustment which coupled with the lack of uniform diagnostic criteria makes its diagnosing difficult.

Keywords: burnout syndrome, personal deformation, emotional exhaustion.

PSYCHOLOGY OF SAFETY: THEORY OF THE ISSUE

T.V. Dektyaryova

The article examines the philosophical justification of the concepts of safety and danger. The author analyzes the psychology of safety as a separate area of psychological knowledge with its subject-matter, structure, and specific tasks integrating the theoretical foundations of research and practice in terms of psychological characteristics of individual and societal safety and security.

Keywords: safety, danger, psychology of security, risks, threats.

ANALYSIS OF CRITERIA FOR EFFECTIVENESS OF MANAGEMENT OF INTERACTION BETWEEN SECONDARY AND HIGHER EDUCATIONAL INSTITUTIONS

O.M. Zadorozhna

The article analyzes the criteria for effectiveness of management of interaction between secondary and higher educational institutions from the perspective of social psychology of organizations and psychology of management and pedagogical management. The author presents a set of diagnostic criteria for continuous monitoring of the progress and results of the educational organizations interaction management.

Keywords: efficiency, effect, criterion, productivity, efficiency, interaction management.

THE TECHNOLOGY OF THE IMPACT OF ORGANIZATIONAL CULTURE OF HIGHER EDUCATION ON THEIR PROFESSIONAL IDENTITY

O.V. Ischuk

The article analyzes the content, structure, main components, theoretical and methodological principles of and the basic interactive techniques used in the the training course to make students aware of the effects of organizational culture of higher education on the formation of their professional identity.

Keywords: organizational culture of higher educational institution, professional identity of students, psychological training, interactive techniques.

DISTINCTIVE FEATURES OF TRADITIONAL AND INNOVATIVE APPROACHES TO THE MANAGEMENT OF PEDAGOGICAL WORKERS IN EDUCATIONAL ORGANIZATIONS

L.M. Karamushka

A. Voznyuk

The article outlines the traditional and innovative approaches in the management of teaching staff in educational organizations. The authors describe recruitment and selection, professional adaptation, performance assessment, training, and personal and professional development of teachers as the components of teaching staff management in educational organizations.

Keywords: teaching staff, traditional approach to teaching staff management, innovative approach to teaching staff management, recruitment and selection of teachers, professional adaptation of teaching staff, teachers' performance assessment, teachers' training, personal and professional development of teachers.

TRAINING COURSE DEVELOPMENT OF STUDENTS' PSYCHOLOGICAL READINESS FOR FUTURE PROFESSIONAL CAREER: STRUCTURE, CONTENT, BASIC INTERACTIVE TECHNIQUES

L.M. Karamushka

T.N. Kanivets

The article analyzes the objectives, content, structure, and basic interactive techniques of the training course *Development of Students' Psychological Readiness for Future Careers* based on the technological approach and tested in one of the universities of Ukraine.

Keywords: students, professional career, psychological readiness, training, interactive technology.

A TRAINING COURSE 'PSYCHOLOGICAL CONDITIONS OF THE DEVELOPMENT OF LEADERSHIP QUALITIES IN FUTURE EDUCATORS'

L.M. Karamushka

T.G. Felkel

The author explores the distinctive features of the training course *'Psychological Conditions of the Development of Leadership Qualities In Future Educators'* describing its objectives, content, structure, and interactive techniques.

Keywords: future educators, leadership qualities, training course, interactive techniques.

CONTENT AND STRUCTURE OF AN EXPERIMENTAL MODEL OF TEACHING STAFF'S COMPETITIVENESS AT INSTITUTIONS OF HIGHER EDUCATION OF PRIVATE OWNERSHIP

V.V. Korsakevych

The article analyzes the content and structure of an experimental model of the development of teaching staff's competitiveness at private institutions of higher education.

Keywords: competitiveness; teaching staff, institution of higher education of private ownership.

CONTENT, STRUCTURE AND EFFECTIVENESS OF THE TRAINING COURSE PSYCHOLOGICAL FOUNDATIONS OF STAFF TURNOVER PREVENTION IN COMMERCIAL ORGANIZATIONS

O. Liplianska

The article deals with a content and structure of the training course *Psychological Foundations of Staff Turnover Prevention in Commercial Organizations*. The author defines the goals and organizational forms of the training, analyzes the personnel's psychological knowledge and skills to prevent staff turnover in commercial organizations as well as describes the interactive techniques and analytical home assignments used in designing and doing the training.

Keywords: staff turnover prevention, training course, staff of commercial organizations, staff turnover.

UNDERSTANDING OF CONTENTS AND BASIC CONDITIONS FOR FORMATION OF COMMITMENT BY THE STATE EMPLOYMENT SERVICE PERSONNEL

K.Yu. Ohotnytska

The article highlights the essence and the main structural elements of organizational commitment. Based on the empirical research the author analyzes the understanding of the concept of organizational commitment by the personnel of the State Employment Service, the effects of the respondents' gender on their assessment of the levels of organizational commitment as well as discusses the basic conditions for the organizational commitment formation in the state employment service personnel.

Keywords: state employment service, state employment service personnel, organizational commitment, conditions for organizational commitment development.

ANALYSIS OF EFFECTIVENESS OF TRAINING FORMATION OF FUTURE MANAGERS' PSYCHOLOGICAL READINESS FOR PROFESSIONAL BUSINESS COMMUNICATION IN ORGANIZATIONS

T.I. Pastukhova

The article defines the criteria for effectiveness of training *Formation of future managers' psychological readiness for professional business communication in organizations*. The author analyzes the results of the study of the training effectiveness related to the components of future managers' psychological readiness for professional business communication in organizations (motivational, cognitive, operational, and personal) and overall readiness index.

Keywords: training, training effectiveness, performance criteria for training.

DISTINCTIVE FEATURES OF ORGANIZATIONAL CONFLICTS IN VOCATIONAL SCHOOLS

L.M. Karamushka

O.B. Radchenko

The article considers the distinctive manifestations of organizational conflicts in vocational schools. The author analyzes the results of a survey of employees of vocational education (masters of professional training and lectures of general and special subjects) and examines types, distinctive characteristics of and approaches to managing organizational conflicts in institutions of vocational training, as well as the effects of organizational-professional and socio-demographic factors on organizational conflicts.

Keywords: vocational training, organizational conflicts, organizational-professional and socio-demographic factors of organizational conflicts.

TWO-PROCESS MODEL OF ORGANIZATIONAL COMMITMENT

D.O. Samoilenko

The article analyzes the most popular models of organizational commitment. The author attempted to design a theoretical model that would explain employees' work behavior changes in the context of organizational commitment.

Keywords: employee, organization, work behavior, organizational commitment, theoretical model, components, processes, identification, work satisfaction.

CORRELATIONS BETWEEN SUCCESS MOTIVATION AND LOYALTY DEPENDING ON INDIVIDUALS' OPTIMISM

T.V. Tyshchenko

The article reveals a direct correlation between employees' success motivation and organizational loyalty. The author suggests a regression equation for prognostic evaluation of individuals' optimism.

Keywords: success motivation, optimism, organizational loyalty.

ECONOMIC PSYCHOLOGY

PSYCHOLOGICAL PROBLEMS AND COMPETITIVENESS PROFILE OF THE UNEMPLOYED-FUTURE ENTREPRENEURS

L.V. Galagan

The article analyzes the competitiveness profile and the main competitiveness development psychological problems of the unemployed-future entrepreneurs.

Keywords: unemployed-future entrepreneurs; competitiveness; situational, entrepreneurial, competitive components of competitiveness; psychological problems of competitiveness, psychological profile of competitiveness.

POST-GRADUATE STUDENTS' EVALUATION OF THE ROLE OF BUSINESS CONDUCT IN THEIR ECONOMIC SOCIALIZATION

L.M. Karamushka

The article analyzes the findings of an empirical research conducted by the author relating to post-graduate students' assessment of possible forms of their economic socialization with the entrepreneurial behaviors playing an important role in this process. The author analyzes the correlations between the assessed roles of entrepreneurial behaviors in economic socialization and organizational-professional (specialty) and socio-demographic (gender, marital status) factors as well as the ways of optimization of post-graduate students relevant training.

Keywords: post-graduate training, post-graduate students, economic socialization, forms of economic socialization, entrepreneurial behavior, organizational and professional factors, socio-demographic factors.

DISTINCTIVE PSYCHOLOGICAL FEATURES OF BUSINESS ACTIVITIES: ENTREPRENEURS' ASSESSMENT OF CONTENT, MAIN MOTIVES AND POSITIVE AND NEGATIVE ASPECTS OF ENTREPRENEURSHIP

L.M. Karamushka

G.V. Gnuskina

On the basis of the empirical investigation the authors analyze the entrepreneurs' assessment of content of business activities and their motives for business type choosing as well as discuss the positive and negative aspects of entrepreneurship.

Keywords: entrepreneurs, entrepreneurship, entrepreneurs' evaluation of content of entrepreneurship, motives for business type choosing, positive and negative aspects of entrepreneurship.

STUDENTS' ASSESSMENT OF THE ROLE OF MONEY IN THEIR LIVES

L.M. Karamushka

O.G. Hodakevych

The article analyzes the distinctive characteristics of students' assessment of the role of money in their lives. Money is viewed by students as a means to satisfy their needs, promote their self-development, help people, have fun, etc. The author investigates the effects of socio-demographic (age, gender), organizational-professional (year of studies), socio-economic (social background, property status), and personal (life and work orientation, money-making orientation, locus of control) factors on students' assessment of the role of money in their lives.

Keywords: institutions of higher education, students, students' assessment of the role of money, factors of students' assessment of the role of money in their lives.

ASPECTS OF STRUCTURAL AND PSYCHOLOGICAL ANALYSIS OF PROFESSIONAL CRISES SUFFERED BY THE UNEMPLOYED

O.V. Rudiuk

The article considers the conceptual foundations for structural and psychological analysis of professional crises faced by the unemployed. The author discusses the distinctive aspects of the professional crises the unemployed go through and the ideas of the Ukrainian and foreign psychologists about the causes, criteria, structure, content and dynamic characteristics of the professional crises.

Keywords: unemployment, professional crisis, coping with a crisis, emotional experience of a crisis.

SOCIAL PSYCHOLOGY

LAWS OF IDENTITY DEVELOPMENT IN NATURAL AND FOSTER CHILDREN

T.V. Bondarenko

The article is devoted to the investigation of the distinctive features of identity development in foster children. The author gives a comparative analysis of self-perceptions by foster and natural children of school age giving special attention to the correlations between the laws of identity development of foster children and other research findings related to self-perception of children given to different types of foster care.

Keywords: identity, foster child, differentiation, derivative impact, family environment.

THE CATEGORY OF HEALTH AS A SUBJECT OF PSYCHOLOGICAL INVESTIGATION

N.V. Goncharenko

The article presents the results of the theoretical analysis of the category of *mental health*, its criteria and components. The author discusses the content and distinctive features of external and internal determinants of an individual's mental health.

Keywords: mental health, self-regulation, personality, self-attitude, adaptation, workability, exogenous and endogenous factors.

STRUCTURE AND FORMATION OF ECOLOGICAL COMPETENCES OF AN INDIVIDUAL

V.I. Karamushka

The article analyzes the category of ecological competencies personality and discusses various approaches to determining their structure. Ecological competence as an integral personal characteristic combines theoretical training and practical capability and willingness to effectively perform environmentally balanced professional functions. The author highlights eco-oriented competences of the individual that combine both his/her capability and the desire to permanently analyze the situation, make decisions and implement them in an environmentally-balanced format in production and non-production activities.

Keywords: ecological consciousness, environmental and eco-oriented competences, environment.

FORMATION OF STUDENTS' VARIABILITY OF THINKING WHILE STUDYING PSYCHOLOGY

E.N. Kudusova

The author substantiates the choice of psychology as a university subject for formation of students' variability of thinking. The author characterizes the experimental and control groups, describes the content of the experimental work giving the data that prove its effectiveness.

Keywords: creative thinking, variability of thinking, flexibility, efficiency, originality.

THE PROGRAM OF PROFESSIONAL IDENTITY DEVELOPMENT OF FEMALE MILITARY PERSONNEL DURING MILITARY UNIT EDUCATIONAL WORK

N.O. Pravdyvets

The article discusses the findings of the investigation of professional identity development in female military personnel. The author discusses a special professional identity development training course designed to determine levels of trainees' awareness of professional development and professional skills, to develop positive self-esteem as a professional, to analyze differences between gender and professional roles in military service, to create conditions for transition from gender- to competence-based serviceman prototype, to promote trainees' humanistic orientations, and to develop professional interaction skills.

Keywords: professional identity, training, influence methods.

ANALYSIS OF METHODS AND TECHNIQUES OF DIAGNOSTIC AND THERAPEUTIC WORK WITH CRITICAL SUICIDAL CONDITIONS

Ya.Ye. Ryabchych

The article analyzes the characteristics of diagnostic and therapeutic techniques to treat suicidal individuals in critical conditions. The author discusses the stages, general principles, distinctive features, tasks, aims, basic concepts, techniques and strategies of psychotherapy of individuals with suicidal behaviors.

Keywords: psychotherapy, intervention, suicide, critical condition.

CONNOTATIVE INVOLVEMENT AS A TOOL FOR GROUP OPINION FORMATION

A.N. Frantsev

V.V. Mikhailov

The article analyzes the results of an empirical investigation of the concept of connotative involvement pertaining to the sphere of individual (social) concepts as well as the concept of connotative communion as a method of covert manipulation for ideas formation.

Keywords: denotation, connotation, signification, connotative communion, connotative involvement

COMPLEX APPROACH IN STUDYING PSYCHOSOMATIC DISORDERS

D.M. Kharchenko

On the basis of foreign and Ukrainian relevant literature the author discusses factors of psychosomatic disorders. The author suggests a complex approach to explaining, diagnosing, and prevention of psychosomatic disorders that takes into account general individual psychological and neuro-dynamic factors.

Keywords: complex approach, psychosomatic disorders, psychosomatic correlations, individual psychological characteristics, comprehensive study of personality.

PERSONALITY-RELEVANT DETERMINANTS OF EMOTIONAL-VOLITIONAL REGULATION IN TRANSITIONAL PERIOD OF PERSONAL DEVELOPMENT FROM ADOLESCENCE TO YOUTH

N.L. Sheviakova

The author presents the results of an empirical investigation of the associations between the indices of teenagers' emotional-volitional regulation and their individual traits as well as analyzes the role of personality-relevant determinants of the development and functioning of the emotionally-volitional regulation.

Keywords: will, volitional regulation, emotions, emotional regulation, self-regulation, emotional-volitional regulation.

INVESTIGATION OF PSYCHOTHERAPISTS' METATHEORETICAL PROFICIENCY

L.F. Scherbyna

The author presents a model of meta-theoretical proficiency of psychotherapists describing its main research methods and techniques.

Keywords: meta-theoretical proficiency, psychotherapist, epistemological style, world view, common sense.

THEORETICAL ANALYSIS OF THE MAIN APPROACHES TO ASSERTIVENESS AND ASSERTIVE BEHAVIORS IN FOREIGN AND UKRAINIAN PSYCHOLOGY

O.R. Schipanovska

The article examines the distinctive characteristics and different views of the nature of assertiveness in Ukrainian and foreign psychology, analyzes types and key features of assertive behaviors. The author emphasizes the importance of assertiveness as a personal attribute and a constructive form of interpersonal interaction.

Keywords: assertiveness, principles of assertiveness, assertive behavior, socio-psychological competence, aggressive behavior, passive behavior, independence, autonomy, commitment, personal position, stability, adaptability, socialization.

INTERNATIONAL COOPERATION

III-RD POLISH-UKRAINIAN SEMINAR 'INNOVATIVE TRENDS IN THE DEVELOPMENT OF WORK AND ORGANIZATIONAL PSYCHOLOGY IN POLAND AND UKRAINE'

(September, 4, 2012, Katowice, Poland)

L.M. Karamushka, O.A. Fil, O.V. Kredentser, K.V. Tereshchenko, V.M. Ivkin, O.S. Kovalchuk, V.I. Lagodzinska, B. Kożusznik, E. Turska, J. Polak

PARTICIPATION OF THE MEMBERS OF THE UAOWP IN INTERNATIONAL CONFERENCE OF ECONOMIC PSYCHOLOGY

L.M. Karamushka, O.A. Fil, O.V. Kredentser

(September, 5-8, 2012, Wrocław, Poland)