

SUMMARIES

PSYCHOLOGY OF ORGANIZATIONAL CULTURE DEVELOPMENT

THE ROLE OF ORGANIZATIONAL CULTURE IN ORGANIZATIONS TODAY: ANALYSIS OF KEY APPROACHES

L.M. Karamushka, V.I. Lagodzinska, V.M. Ivkin, A.S. Kovalchuk

On the basis of analysis of the relevant literature the article highlights the main approaches to the role of organizational culture in modern organizations. The authors analyze the place of organizational culture in organizations' structure, its main functions, and effects of different types of organizational culture (strong and weak, stable and unstable, positive and negative, competitive and uncompetitive) on organizations' efficiency.

Keywords: organizational culture, organizational culture functions, types of organizational culture, effects of organizational culture on organizations' efficiency.

PSYCHOLOGICAL CHARACTERISTICS OF ORGANIZATIONAL CULTURE IN LAW ENFORCEMENT BODIES

N.I. Baranyuk

The article deals with a theoretical analysis of the concept of organizational culture. The author discusses the law enforcement officers' work conditions as well as the components and psychological characteristics of organizational culture peculiar to law enforcement (content, types, and areas of formation).

Keywords: law enforcement bodies, organizational culture, organizational culture elements, characteristics of organizational culture in law enforcement bodies, types of organizational culture in law enforcement bodies, development of organizational culture in law enforcement bodies.

LEVELS AND FACTORS OF ORGANIZATIONAL CULTURE OF HIGHER EDUCATION STUDENTS

O.O. Mitichkina

The author analyzes the modern scientific approaches to studying organizational culture of institutions of higher education and the basic socio-psychological factors of organizational culture development in students of higher education.

Keywords: institution of higher education, organizational culture, students.

DETERMINANTS OF ORGANIZATIONAL CULTURE IN ORGANIZATIONS TODAY

O.A. Fil

The article presents the results of a theoretical analysis of the determinants of organizational culture of modern organizations. The author focuses on a group of psychological factors as well as on the effects of non-psychological factors that contribute to the formation and development of organizational culture.

Keywords: determinants, organizational culture, organization.

PERFORMANCE ANALYSIS OF A TRAINING COURSE 'PSYCHOLOGICAL CONDITIONS OF EDUCATORS' TRAINING IN ORGANIZATIONAL CULTURE DEVELOPMENT IN SECONDARY EDUCATIONAL INSTITUTIONS'

A.M. Shevchenko

The article defines the effectiveness criteria for a training course 'Psychological Conditions of Educators' Training in Organizational Culture Development in Secondary Educational Institutions' as well as discusses the results of an investigation of the training's effectiveness according to the described criteria.

Keywords: training, training effectiveness, training effectiveness criteria.

ORGANIZATIONAL PSYCHOLOGY

THE ROLE OF PERSONNEL MANAGEMENT STRATEGIES IN MANAGING PERSONNEL OF DIFFERENT FORMS OF PROFESSIONAL ACTIVITIES

I.A. Andreeva

The article analyzes the concept of *strategy* and gives psychological characteristics of different forms of professional activity paying special attention to the importance of personnel management strategies in different professions.

Keywords: strategy, professional activities, forms of professional activity.

LEVELS AND DETERMINANTS OF DEVELOPMENT STAFF'S OVERALL PSYCHOLOGICAL READINESS FOR PROJECT WORK IN BUSINESS ORGANIZATIONS

O.O. Berdnikova

On the basis of the empirical investigation the article analyzes the levels of development of businesses organization staff's overall psychological readiness to work in projects. The author discusses the associations

between the levels of staff's overall psychological readiness for project work and their organizational-professional (position, education, work experience) and socio-demographic (gender, age) characteristics.

Keywords: businesses, projects, staff, psychological readiness to work in projects, overall psychological readiness to work in projects.

EMPIRICAL INVESTIGATION OF LEVELS AND FACTORS OF DEVELOPMENT OF PERSONAL COMPONENT OF BANK EMPLOYEES' TEAMWORK PSYCHOLOGICAL READINESS

P.P. Bleshmudt

The article presents the results of empirical research of levels and factors of development of personality-relevant component of bank employees' psychological readiness for team work.

Keywords: personal component, psychological readiness, personnel of banks, teamwork.

THE ISSUE OF TEACHER BURNOUT IN WORKS OF UKRAINIAN RESEARCHERS

O.V. Grytsook

The paper discusses various approaches to the issue of teacher burnout used by Ukrainian researchers as well as the psychological characteristics of the teaching profession that contribute to the development of burnout.

Keywords: burnout, nervous tension, stressful profession, resistance, emotional intelligence.

FACTORS OF BURNOUT OF PERSONNEL OF OPERATIONS AND RESCUE SERVICE OF EMERGENCY CONTROL MINISTRY OF UKRAINE

Yu.G. Kovrovsky

The author discusses the mezzo- and macro-level factors of burnout of personnel of Operations and Rescue Service of the Emergency Control Ministry of Ukraine and suggests some methods of their empirical investigation.

Keywords: emergency, rescue personnel, burnout, factors of burnout.

PSYCHOLOGICAL ASPECTS OF EMPLOYEES' PROFESSIONAL SELF-REALIZATION IN ADVERTISING BUSINESS IN RELATION TO ITS DISTINCTIVE FEATURES

V.G. Kot

This article deals with individuals' professional self-realization and its psychological aspects in relation to the distinctive features of advertising business.

Keywords: professional self-realization, advertising sector, psychological aspects, distinctive features of activity.

THE DISTINCTIVE CHARACTERISTICS OF INSTITUTIONS OF HIGHER TECHNICAL EDUCATION AND THE NECESSITY OF STAFF'S ORGANIZATIONAL COMMITMENT DEVELOPMENT

N.G. Lebedeva

The article analyzes the distinctive characteristics of institutions of higher technical education. The author discusses the effects of economic changes in industries on the need for the development of staff's commitment to the institutions of higher technical education.

Keywords: institutions of higher technical education, engineering education, branches of industry, staff, organizational commitment.

EFFECTIVENESS ANALYSIS OF THE TRAINING COURSE 'PSYCHOLOGICAL CONDITIONS FOR PREVENTION AND RESOLUTION OF ORGANIZATIONAL CONFLICTS IN VOCATIONAL EDUCATION'

O.B. Radchenko

The paper analyzes the effectiveness of the training course 'Psychological Conditions For Prevention And Resolution of Organizational Conflicts In Vocational Education'. The author discusses the technological approach to educational organization employees' psychological training as well as the results of the training course testing on a sample of vocational schools' teaching staff.

Keywords: vocational education, technological approach, prevention and resolution of organizational conflicts.

ANALYSIS OF HOTEL AND RESTAURANT COMPLEX STAFF'S NEED OF BUSINESS COMMUNICATION PSYCHOLOGICAL TRAINING

I.B. Rymarenko

The article discusses the results of an empirical investigation of the hotel and restaurant complex staff's need of psychological training in business communication. The author analyzes the hotel and restaurant complexes' work forms appropriate for the development of staff's psychological readiness for business communication as well as the staff's need of psychological service employees' support of their business communication. The article also presents the results of an analysis of the respondents' needs of a special training to improve their business communication psychological readiness.

Keywords: hotel and restaurant complex, staff, psychological readiness, business communication psychological training.

MOTIVATION AS A COMPONENT OF MANAGERIAL WORK OF THE HEAD OF INSTITUTION OF HIGHER EDUCATION

N.A. Svyatokha

The article deals with the concept of motivational component, its elements and role in the management of institutions of higher education. The author analyzes the structural components of psychological readiness of heads of institutions of higher educational for decision-making as well as describes the ways of their self-motivating for effective management.

Keywords: motivation, incentive, self-motivation, motivational component management activities, psychological readiness for decision-making.

THE FEATURES OF PSYCHO-TRAINING WORK FOR DEVELOPMENT OF LIFE-CREATING ABILITIES OF EXTREME PROFILE ORGANIZATIONS' STAFF

O.M. Skliarenko

The paper presents the algorithm of designing a training course for the formation of life-creating abilities of the extreme profile organizations' staff. The author discusses the main theoretical principles of designing and use of a psycho-training course for the development of life-creating abilities of the police and State Emergency Service staff as well as analyzes some interactive techniques and psychological exercises used in the training.

Keywords: life creativity, training, training session, interactive techniques, extreme profile organizations' staff.

EFFECTS OF SOCIO-ECONOMIC FACTORS ON SELF-EFFICACY LEVELS OF TECHNICAL UNIVERSITY STUDENTS WITH DIFFERENT MAJORS-

I.I. Sniadanko

The article analyzes the associations between the levels of different major students' subject activity and communication self-efficacy and their financial status and residence.

Keywords: self-efficacy, self-efficacy in subject activity, communication self-efficacy, technical university, students, socio-economic factors.

EDUCATIONAL ORGANIZATION HEADS' PSYCHOLOGICAL READINESS TO SUPPORT THE DEVELOPMENT OF EDUCATIONAL ORGANIZATIONS' COMPETITIVENESS IN CONDITIONS OF CHANGE: COGNITIVE COMPONENT

O.A. Fil

The author presents the results of the theoretical analysis of the problem of educational organization heads' psychological readiness to ensure the development of competitiveness of educational organizations in conditions of change paying special attention to the content of its cognitive component.

Keywords: psychological readiness, cognitive component, heads of educational institutions, support of development of educational organizations' competitiveness in conditions of change.

THE PROBLEM OF BURNOUT OF THE STAFF OF STATE BORDER GUARD SERVICE OF UKRAINE: THEORY AND PRACTICE OF INVESTIGATION

O.M. Hayrulin

The article presents the theoretical and practical results of the investigation of burnout of servicemen of the State Border Guard Service of Ukraine as well as discusses a possible way of solving the problem of burnout of frontier men.

Keywords: burnout, psychological prevention, structural-functional model.

THE CONCEPT OF DEVELOPMENT OF ORGANIZATIONAL PSYCHOLOGY OF EDUCATION

S.V. Hrebina

The article analyzes the approaches to the study of scientific and applied issues of organizational psychology of education. As important issues the author highlights educators' management of students' mental processes, the operation of psychological practices, the study of the psychological conditions of the organization of educational system and students', teaching staff's and educational system heads' activities as well as discusses the role and prospects of organizational psychology of education.

Keywords: organizational psychology of education, students' mental processes, psychological conditions of organization of students' activities.

FACTORS, METHODS AND PROGRAMS OF STAFF'S PROFESSIONAL ADAPTATION IN MULTINATIONAL CORPORATIONS

I.A. Chernyavska

Based on the relevant scientific literature, the author analyzes the concept of staff's professional adaptation in multinational corporations. Due to their great practical importance, the author discusses the main factors of and main methods used in staff's professional adaptation in multinational corporations as well as describes the main staff's professional adaptation programs used by multinational corporations.

Keywords: multinational corporations, staff, staff's professional adaptation, factors of professional adaptation, methods of professional adaptation, programs of professional adaptation.

**MODELS AND TECHNOLOGY OF DEVELOPMENT OF EDUCATIONAL ORGANIZATION
PERSONNEL'S PSYCHOLOGICAL INNOVATIVE ACTIVITIES READINESS AS A FACTOR
PERSONAL COMPETITIVENESS IN RAPIDLY CHANGING CONDITIONS**

V.P. Chudakova

The author presents the models and psycho-organizational technology of development of educational organization personnel's innovative activities readiness: the diagnostic tools for organizational-innovative environment assessment and psychological innovation readiness, the interactive creative correctional and developing methods, as well as the means of psychological self-improvement and creative potential development.

Keywords: innovation, models, psychological and organizational technology, expert assessment, correction, organizational-innovative environment, psychological innovative readiness, 'innovation' integral index, reflexive and innovative training and coaching.

**CURRENT PROBLEMS OF PROMOTING OCCUPATIONAL HEALTH AND PSYCHOLOGICAL
READINESS OF SPECIAL FORCES PERSONNEL**

V.E. Shevchenko

The article deals with the problem of promoting occupational health and psychological readiness of Special Forces personnel. The author discusses a general procedure for solving the problems in question in the conditions of development of the Armed Forces of Ukraine as well as outlines some ways of promoting servicemen's health and extending their professional longevity.

Keywords: personnel, special operations, military-professional activities, safe activities, psychological readiness, occupational health.

ECONOMIC PSYCHOLOGY

**FAMILY-RELATED FACTORS OF ENTREPRENEURS' SELF-EFFICACY DEVELOPMENT IN TRADE
SECTOR**

I.B. Abdullaeva

The article presents the results of an empirical analysis of the data obtained in the study of factors of development of entrepreneurs' self-efficacy. The author analyzes correlations between general and business self-efficacy and family factors that include the presence of business partners, mentor-entrepreneurs, family support, and relatives.

Keywords: self-efficacy, business self-efficacy, family factors.

KEY FACTORS OF COMMERCIAL ORGANIZATION STAFF'S CUSTOMER ORIENTATION

Y.V. Goncharenko

The article deals with the key factors of commercial organization staff's customer orientation and the need for its development.

Keywords: customer orientation, commercial organizations, staff, customer orientation factors.

**EFFECTIVENESS OF TRAINING COURSE 'PSYCHOLOGICAL CHARACTERISTICS OF STUDENTS'
ATTITUDES TO MONEY'**

O.G. Hodakevych

The article analyzes the effectiveness of a training course '*Psychological Characteristics of Students' Attitudes to Money.*' The author makes a comparative analysis of the data obtained in the experimental and control groups before and after the experiment according to special criteria (students' attitudes to money, students' attitudes to studies-and-work combination, students' evaluation of the role of institutions of higher education in promoting their understanding of the role of money and motivating them for money earning).

Keywords: training, training's effectiveness, training's effectiveness criteria, students, student's attitudes to money.

SOCIAL PSYCHOLOGY

**SOME DISTINCTIVE SOCIAL AND PSYCHOLOGICAL CHARACTERISTICS OF FARMING
STUDENTS' PROFESSIONAL DEVELOPMENT**

L.A. Afanasenko

The article deals with the main components of future farmers' professional training. The author proves that the determinants of students' professional development include both internal and external factors that influence their personality development in educational institutions and their formation of attitudes toward future careers.

Keywords: professional development of student farmers, professional self-identity, professional Self concept, psychological support of educational process.

SOCIO-PSYCHOLOGICAL MECHANISMS OF PERSONALITY DEVELOPMENT OF AN ADULT

O.I. Bondarchuk

The article highlights the distinctive features of social and psychological mechanisms of adults' personality development in the period of social transformations.

Keywords: adults' socialization, personality development, social and psychological mechanisms of personality development.

THE SOCIAL AND HISTORICAL ASPECTS OF TRANSFORMATION OF INSTITUTION OF FATHERHOOD

Ye.O. Braga

This article addresses the problem of transformation of institution of fatherhood from the socio-historical perspective. The author makes a comparative analysis of the traditional patriarchal and modern urban families as well as analyzes the differences and similarities of the stereotypes about fathers and their real images.

Keywords: new fatherhood, institution of fatherhood, family type, patriarchal society.

CHARACTERISTICS OF MOTHERS' EMOTIONAL ATTITUDES TOWARD THEIR CHILDREN

K.Yu. Vepro

The article is devoted to motherhood being an important problem of modern psychology. The author analyzes the emotional aspects of mother-and-child interactions as parents' positive attitudes toward children make the basis for their emotional, mental and social development.

Keywords: mother, child, adoption, emotional attitude.

EFFECTS OF SOCIO-PSYCHOLOGICAL FACTORS ON STUDENTS' PHYSICAL TRAINING MOTIVATION

O.A. Dodonova

The author analyzes the development and structure of students' physical training motivation from psychological and pedagogical perspectives as well as determines the role of PE teachers in this process.

Keywords: health, motivation, teacher, student, factor.

EFFECTS OF ROLE EXPECTATIONS ON MARRIAGE SATISFACTION

O.B. Emishyants

The author argues for studying the relationships between spouses, examines the differences between and effects of men's and women's role expectations and terminal values on marriage satisfaction as well as determines men's and women's behavioral strategies and tactics in conflict situations. The author also analyzes the main men's and women's family functions and leading causes of marital quarrels.

Keywords: family roles, family functions, role expectations, role aspirations, functional family, dysfunctional family, marriage satisfaction.

ADOLESCENTS' MALADJUSTED BEHAVIORS IN BOARDING EDUCATIONAL INSTITUTIONS

Yu.G. Ergakova

The article addresses the problem of development of maladjusted behaviors in adolescents who are brought up in boarding schools. The author shows that the formation of life prospects in early adolescence is a holistic process in which individuals implement their basic life values and specify aspects of their personal and social identity.

Keywords: maladjustment, teenager, correction, boarding educational institutions, adaptation, social maladjustment, life values, behavioral maladjustment.

SIMULATION OF COMMUNICATIVE SITUATIONS AS A FACTOR OF INTENSIFICATION OF TEACHING FOREIGN LANGUAGES IN THE SYSTEM OF POST-GRADUATE TRAINING

V.M. Ivkin

The article presents the results of a theoretical analysis of the problem of communicative situation simulation as a factor of intensification of foreign language communication in the system of post-graduate education.

Keywords: communicative situation, foreign language communication, communicative situation simulation, post-graduate education.

PSYCHOLOGICAL TOOLS FOR INTERNET ADDICTION PREVENTION AND CORRECTION

O.V. Kaminska

The article deals with the methods and tools to reduce and/or prevent Internet addiction. The author discusses the most effective addiction-fighting, -preventing and -correcting strategies.

Keywords: Internet addiction, addictive behavior, preventive and corrective tools.

THE CRITERIA FOR PERSONAL ENVIRONMENTAL COMPETENCIES DEVELOPMENT REVISITED

V.I. Karamushka

This article deals with the category of individuals' environmental competencies and different approaches to determining the criteria for their development. Based on the fact that the environmental competence, being an integral personal characteristic, includes cognitive, active, reflective, and motivational components, the author makes a theoretical generalization of the criteria that characterize them.

Keywords: environmental awareness, environmental and eco-orientational competencies, structure of and criteria for environmental competence, environment.

PSYCHOLOGICAL CHARACTERISTICS OF FORMATION OF LIFE STRATEGIES OF FOREIGN LANGUAGE SPECIALISTS

V.S. Kacharyan

The article analyzes the problem of formation of foreign language specialists' life strategies and their associations with individuals' value potentials. The author discusses the concept of life strategy as the art of living with its main goal of searching and implementing one's unique meaning as well as describes some important life strategy characteristics (levels of self-actualization, control, responsibility, and system of values).

Keywords: life strategy, level of self-actualization, level of responsibility, life satisfaction, value potential, mode of possession, mode of social achievements, mode of service.

PSYCHOLOGICAL SECURITY COMPETENCE RESOURCE OF SUBJECTS OF MEDIATED CONFLICT RESOLUTION

T.M. Krasnyanskaya

V.G. Tylets

The article discusses the contents of mediation competence and the role of conflict mediator's and subjects' psychological security as the main indicator of conflict resolution. The mediation competence is shown to be the primary psychological means of subjects' achieving psychological security in conflict situations by means of mediation.

Keywords: individual psychological security, conflict resolution, mediation, mediation competence.

THEORIES OF WORLD OUTLOOK AS A PSYCHOLOGICAL CONSTRUCT: A COMPARATIVE ANALYSIS AND PROSPECTS FOR PRACTICAL USE IN ORGANIZATIONS

S.A. Kononenko

The article deals with the phenomenon of world outlook as a philosophical category and a psychological construct. The author describes the theoretical and practical approaches to the study of world outlook in psychology dwelling upon the systemic-structural (dimensional) and evolutionary (categorical) approaches represented by two theories whose differences and assessment tools he analyzes in detail.

Keywords: world outlook, outlook measurements, types of world outlook, congruent management.

INVESTIGATION OF EFFECTS OF CHARACTER ACCENTUATIONS ON PREDISPOSITION TO DEVIANT BEHAVIORS IN ADOLESCENCE

O.V. Mashynistov

The article addresses the problem of deviant behaviors during the adolescent crisis. The author examines accentuations as temporary changes in children's character that disappear as they grow up. However many accentuations may develop into mental illnesses and/or remain for life. The author describes character accentuations and investigates their role in the development of adolescents' deviant behaviors.

Keywords: accentuation, psychopathy, deviant behavior, delinquent behavior, hyperthymia, addictiveness.

OPTIMIZATION OF ADULT SELF-REALIZATION BY MEANS OF COACHING

S.M. Panchenko

The article analyzes the essence of the phenomenon of coaching, its main areas and social trends in its development as well as discusses the arguments for the authors' assumptions about the prospects of optimization of adult self-realization by means of coaching.

Keywords: self-realization, personal potential, coaching, coactive coaching.

BASIC APPROACHES TO THE PROBLEM OF PERSONALITY SENSITIVITY OF PRACTICING PSYCHOLOGISTS OF EDUCATIONAL INSTITUTIONS

L.V. Pastukh

The author analyzes the main approaches to the concept of personality sensitivity and its role in the work performance of practicing psychologists.

Keywords: sensitivity, personality sensitivity, practicing psychologists of educational institutions, personality-related factors of psychologists' work performance.

A THEORETICAL MODEL OF DIAGNOSIS AND CORRECTION OF TEACHERS' PROFESSIONAL VALUE ORIENTATIONS

G.O. Pecherska

The article presents a theoretical model of diagnosis and correction of teachers' professional value orientations in the system of post-graduate teachers' training.

Keywords: teacher, diagnosis of professional value orientations, correction of professional value orientations, system of post-graduate teachers' training.

A SYSTEM OF CORRECTIVE INSTRUMENTS FOR MEDICAL AND PSYCHOLOGICAL REHABILITATION OF PSYCHOSOMATIC PATIENTS

I.I. Savenkova

The article presents a theoretical analysis of instruments of medical and psychological rehabilitation of psychosomatic with disorders as an important therapy of psychosomatic disorders.

Keywords: medical and psychological rehabilitation, psychosomatic diseases, concept of rehabilitation.

INTERNAL DIALOGUES OF IDENTITY BETWEEN SELF AND NON-SELF

Ya.I. Ukrainski, I.D. Rynder

The author presents the results of an empirical investigation of distinctive associations between self and non-self for different types of internal dialogic activity, identity parameters and types of reflection.

Keywords: identity, self, non-self, internal dialogical activity, reflection.

PERSONALITY-RELEVANT CHARACTERISTICS OF CHILDREN WITH DIFFERENT LEVELS OF SELF-ESTEEM

S.V. Chaikina

The article addresses the problem of personality-relevant characteristics of children with different levels of self-esteem. The author found that the levels of self-esteem affect children's individual characteristics, interactions with other people, activities, and their personality development. Adequate self-esteem makes children morally satisfied and makes a foundation for their harmonious development.

Keywords: self-esteem, area of consciousness, Self-concept, primary-school age.

MOTIVATIONAL FACTORS OF PSYCHOLOGY STUDENTS' SELF-PRESENTATION

T.O. Chigirin

The article analyzes and compares contemporary theories of self-presentation motivation. The author describes various mechanisms of self-presentation, the main ways to achieve successful self-presentation as well as gives a definition of the concept of self-presentation.

Keywords: self-presentation, motivation, self-image management, self-presentation mechanisms, self-expression, self-promotion, successful self-presentation.