

SUMMARIES

PSYCHOLOGY OF ORGANIZATIONAL CULTURE DEVELOPMENT

Role of organizational culture in the context of organizations' development

N.I. Baranyuk

The author analyzes different approaches to understanding the concept of organizational culture dwelling upon the concepts of organization, culture, management, motivation, and staff in the context of organizational culture. Special attention is paid to the key trends in shaping and development of organizational culture as a determinant of organizations' efficiency and development.

Keywords: organization, culture, management, motivation, staff, objectives, organizational culture.

Gender-specific distinctive features of self-efficacy of heads of educational institutions in the context of organizational culture

O.I. Bondarchuk

The article discusses the results of an empirical investigation of gender-specific distinctive features of self-efficacy of heads of educational institutions in the context of organizational culture. The author also analyzes heads' self-efficacy development in relation to their management activities in the field of education.

Keywords: head of educational organization, organizational culture, self-efficacy, gender.

Entrepreneurial type of organizational culture

O.V. Kredentser

The author analyzes the typologies of organizational cultures that consider the entrepreneurial type of organizational culture and discusses the generalized characteristics of the entrepreneurial type of organizational culture.

Keywords: organizational culture, organizational culture types, classification, entrepreneurial type of organizational culture.

Tolerance as a factor of organizational culture of educational institutions

K.V. Tereshchenko

The article deals with the concept of tolerance. The author discusses the types of tolerance and factors of tolerance development as a factor of the development of organizational culture of educational institutions. Particular attention is given the manifestations of tolerance in relation to the characteristics of the educational environment.

Keywords: tolerance, tolerance types, organizational culture, organizational culture of education institution.

ORGANIZATIONAL PSYCHOLOGY

Role of objective-oriented integrated approach to managers' training in quality personnel management

I.A. Andreeva

The article discusses the importance of an integrated approach to managers' quality personnel management training in the current socio-economic conditions. The author analyzes the concept of quality personnel management and the problems associated with managers' psychological readiness for quality management.

Keywords: quality personnel management, objective-oriented integrated approach, managers' readiness for quality management.

Psychological analysis of the cognitive component of educational institution heads' psychological readiness for teaching staff management

A.V. Voznyuk

The article deals with the content and major components of the cognitive component of psychological readiness of heads of educational institutions for the teaching staff management. The author discusses the results of an empirical investigation that reflect the levels of the respondents' knowledge of the content, objectives, organizational forms and methods of the main components of teaching staff management.

Keywords: heads of educational institutions, cognitive component of educational institution heads' psychological readiness for teaching staff management.

Effects of organizational development and socio-psychological climate on the development of staff's commitment in State employment service

L.M. Karamushka, K.Yu. Ohotnytska

The article discusses the mezzo-level factors (factors relating to the organization's functioning) and their impact on staff's organizational commitment in State employment service of Ukraine. The authors analyze the relationships between the levels of organizational development and socio-psychological climate in the organization and the components of staff's organizational commitment.

Keywords: State employment service, organizational commitment, factors of development of organizational commitment, organizational development, socio-psychological climate.

The nature and role of leadership in organizations: the analysis of key approaches

L.M. Karamushka, T.G. Felkel

The article analyzes different approaches to the nature and role of leadership in organizations found in foreign and Ukrainian literature. The authors discuss the basic differences between leadership and management emphasizing the importance of harmonious combination of management (administration) and leadership for managers to be efficient.

Keywords: leadership in organization, management, criteria for analyzing differences between leadership and management.

Analysis of the levels of occupational difficulties perceptions by the heads of educational organizations in conditions of transformation of education

A.S. Moskaliova

The article deals with the psychological characteristics of occupational difficulties perception by secondary school principals. The author presents the results of an empirical investigation of school principals' occupational difficulties perceptions depending on school types.

Keywords: occupational difficulties perception, stress, frustration, crisis, professional crisis.

A method of investigating psychological readiness of heads of educational organizations for gender competence development

O.O. Nezhynska

The article discusses the research methods of investigating psychological readiness of heads of educational organizations for gender competence development. The author analyzes the methodological basis of the investigation of the levels of psychological readiness in general and its components in particular.

Keywords: gender competence, psychological readiness for gender competence development, head of educational organization.

The distinctive aspects of using interactive techniques in training secondary school principals to cooperate with school psychological services

I.M. Ovdienko

The article explores a poorly studied problem of secondary school principals' psychological training to interact with school psychological services. The author analyzes the different concepts of and approaches to the principals' cooperation with school psychological services and stresses out the importance of interactive techniques in secondary school principals' training.

Keywords: cooperation, secondary school principal, distinctive characteristics of cooperation with school psychological service, interactive training technique.

Theoretical analysis of typologies of perfectionism

V.S. Pavlova

The article analyzes the foreign and Ukrainian theoretical and empirical studies of the types of perfectionism focusing on the distinctive features of normal and pathological perfectionism.

Keywords: perfectionism, typological approach to the study of perfectionism, normal and pathological perfectionism.

Theoretical review of the concept of occupational satisfaction

L.G. Petrova

The article analyzes social content, meaning, structure, and factors of occupational satisfaction.

Keywords: occupational satisfaction, turnover, human resources management, work conditions.

Educational self-efficacy as a condition of effective engineering students' training

I.I. Sniadanko

The article investigates engineering students' educational self-efficiency as a condition of their effective training. The presents the results of the investigation of technical university students' educational self-efficiency analyzing the content, characteristics and the role of students' educational self-efficiency in educational activities as well as its correlations with students' general self-efficiency, self-development readiness, educational motivation, and levels of professional orientations.

Keywords: self-efficiency, educational self-efficiency, educational activities, technical university.

Diagnosis of psychological gender: re-standardization of test norms and androgyny types

M.G. Tkalych

The article presents the re-standardization of the adapted *Bem Sex-Role Inventory (BSRI)* designed to measure gender identity. The author determines the norms on the 'masculinity' and 'femininity' scales for the general sample

and for men and women as well as clarifies the norms for each gender (androgynous, feminine, masculine, and undifferentiated).

Keywords: individual's psychological gender, androgyny, femininity, masculinity, standardization of test norms.

Correlations between the interpersonal relationships and social-psychological climate in the student group

T.V. Fedotova

The article analyzes the problem of social-psychological climate in student groups. The author empirically determines the changes in freshmen's and sophomores' interpersonal relationships and socio-psychological climate assessments as well as the distinctive features of interpersonal relationships and social-psychological climate in student groups.

Keywords: group cohesion, social-psychological climate, type of interpersonal relations.

ECONOMIC PSYCHOLOGY

Development of businessmen's self-efficacy in trade

I.B. Abdullaeva

The article deals with the theoretical and methodological basis and design principles of entrepreneurs' self-efficacy training in trade. The author analyzes the key components of the training focused on the development of personal, family, and job-related factors of entrepreneurs' self-efficacy in trade.

Keywords: self-efficacy, business self-efficacy, training, problem situation.

Post-graduate students' assessment of the contents and role of economic culture

L.M. Karamushka

The article analyzes the findings of an empirical investigation of post-graduate students' assessment of the content and role of economic culture in their life. The author discusses the relationships between the role of economic culture as viewed by the respondents and their organizational-professional and socio-demographic characteristics.

Keywords: post-graduate students, economic culture, organizational and professional factors, socio-demographic factors.

SOCIAL PSYCHOLOGY

Research of psychological determinants of the communicative component of police officers' work

D.O. Aleksandrov

The article deals with the determinants of the communicative component of police officers' work. The author analyzes the personality of the police officer in relation to the psychological content of law enforcement based on the principles of the activity approach as well as discusses the ways of the activity and personality approaches in studying the personality of the police officer.

Keywords: determinism, personality, activity, police officer, components of law enforcement.

The distinctive characteristics of students' social activities motivation

A.K. Bazilenko

The author discusses the method to investigate the motivational component of students' social activities and analyzes the distinctive characteristics, factors and levels of students' social activities motivation, as well as their levels of affiliation and orientations toward the self-expression need satisfaction through social activities.

Keywords: social activity, motivation, students.

A set of diagnostic instruments to investigate the relationship between types of gender identity and orientations to professional and family self-realization in women psychologists

I.O. Bondarevska, I.V. Koblyk

The article presents a set of diagnostic tools to study the relationships between the types of gender identity and orientations to professional and family self-realization in women psychologists. The authors discuss the tools to diagnose women-psychologists' types of gender identity, terminal values in professional, family and social life, in education and hobbies, as well as their professional motivation and career orientations, and family and professional self-realization attitudes.

Keywords: gender identity, self-realization, profession, family, women psychologists.

Assertiveness as a factor of optimization of students' social and psychological adaptation

T.G. Driha

The article analyzes recent investigations of and publications on assertiveness. The author considers different definitions of assertiveness, psychological characteristics of college age, the nature of the social situation of development, types of students' adaptation, and characteristics of the destructive state of maladjusted students. The college age is shown to be the most favorable for the development of assertiveness.

Keywords: assertiveness, students, social and psychological adaptation, behavioral model, social situation of development, manipulative biases, principles of assertiveness.

Volunteering: the definitive analysis

O.L. Ivanik

The article deals with the concept of volunteering as a psychological phenomenon. The author analyzes a variety of definitions and distinctive psychological characteristics of volunteering as well as suggests a definition of it as an object of psychological research.

Keywords: volunteering, volunteer, freedom, selflessness, development, benefit.

In-group favoritism as a socio-psychological phenomenon of inter-group interaction: structure, functions and mechanisms

Ya.Yu. Katsovyh

The author considers in-group favoritism as a socio-psychological phenomenon of intergroup interaction, analyzing its structure and components as well as the basic social psychological mechanisms of its formation and functioning.

Keywords: inter-group interaction, in-group favoritism, social categorization, in-group identification, stereotyping.

Conditions and factors of the formation of young people's inter-ethnic tolerance

L.D. Korol

The article examines the conditions and factors of development of ethnic tolerance in young people. The author distinguishes between the concepts of 'formation' and 'development', and 'condition' and 'factor' within the modern psychological paradigm as well as analyzes the factors and conditions of the formation of an ethnically-tolerant individual.

Keywords: condition, factor, formation, development, inter-ethnic tolerance, youth, student age.

Intellectual development as an intrinsic condition of future psychologists' professional development

A.V. Kotlyarova

The article analyzes the mechanisms of intellectual development as an integral cognitive entity that influences the development of psychologists' professional competence and makes them good professionals.

Keywords: intelligence, intellectual development, psychologists' professional competence, psychological tasks.

Factors of development of high school students' readiness for responsible parenthood

O.R. Lemeschenko

The article deals with the external and internal factors of high school students' readiness for responsible parenthood.

Keywords: parenthood, conscious parenthood, high school students, readiness, factors.

Effects of computer-mediated communication on the development of communicative competence of the humanities students' professionalism

O.H. Losiyevska

The article analyzes the concept of computer-mediated communication which offers new possibilities for communication during individuals' professional development. Today mastering of IT technologies has become a prerequisite for success in modern society. The author shows that the university environment affects the development of communicative competence of humanities students' professionalism and their personality structural elements.

Keywords: computer-mediated communication, communicative competence, humanities students.

Development of situational component of students' personal maturity

O.A. Lukasevych

The article discusses the results of an empirical investigation of the distinctive features of the situational component of students' personal maturity. The author analyzes the content and indicators of the situational component that determines the individuals' ability to distinguish themselves from the environment, to understand the meaning and possible consequences of the situation, and to make a choice in resolving it.

Keywords: personal maturity, situational component, students.

Psychological conditions of development of junior school children's arbitrary emotional regulation

O.I. Malyar

The article deals with the theoretical analysis of the development of arbitrary emotional regulation in elementary school children as well as discusses the results of the experimental development of the arbitrary emotional regulation in elementary school children.

Keywords: arbitrary emotional regulation, younger school children.

The conceptual approaches to understanding of coping strategies formation in professional activities

A.Yu. Mechetny

The article analyzes the latest investigations of and publications on the problem of coping concepts. The author discusses the definitions of the concept of 'coping', the main approaches to studying and understanding of the professional aspects of coping activities as well as the basic differences in the researchers' treatment of coping. Special attention is paid to the concept of 'vital energy' as a promising area of development of the coping concept.

Keywords: coping, professional overcoming, professional group, vital energy, cognitive approach, behavioral strategies.

Sensitivity as a professionally important attribute of educational institution psychologists

L.V. Pastuh

This article analyzes the main approaches to professionally important attributes of practicing psychologists. The author discusses sensitivity as a professionally important attribute of psychologists of educational institutions.

Keywords: professionally important attributes of practicing psychologists, sensitivity, educational institutions, factors of practicing psychologists' efficiency, practicing psychologists' functional responsibilities at educational institutions.

Tolerance as a factor of future social work specialists' psychological readiness for conflict prevention in professional activities

A.G. Skok

The author analyzes the distinctive features of social workers' professional training, the functional and personal definitions of psychological readiness for professional activity, the structure of social work students' psychological readiness for the profession, and the role of tolerance in preventing conflicts in social work. The author discusses the results of an empirical investigation of tolerance in social work that studied social work students' ideas about tolerance as a trait, a principle of life and a level of psychological readiness for conflict prevention.

Keywords: social work, tolerance, psychological readiness, conflict, conflict competence.

The analysis of attributes of the future self-actualized psychologists' personality in relation to the types of educational institutions

N.V. Starynska

The article deals with future psychologists' self-actualization in relation to the types of educational institutions. The author discusses the changes in students' understanding of self-actualization and in the concept of 'a psychologist' relating to the types of educational institutions (private, public) making a qualitative and quantitative analysis of the attributes of the self-actualized students according to the A. Maslow's theory.

Keywords: attributes of a self-realized personality, future psychologist, a form of financing education.

The developing potential of constructive models of communication in adolescence

N.M. Tokareva

The article analyzes the psychological existential-humanistic aspects of an individual's life as a co-existence with others and forms of a specific psychic reality in conditions of unsustainable social development of post-modernistic era. In this context the author demonstrates the importance of socializing for adolescents' development and investigates the trends in teenagers' communicative behavior from the perspective of a systematic paradigm. The constructive dialogic communication strategies are shown to be a prerequisite for teenagers' productive.

Keywords: adolescence, leading activities, socializing, intimate-personal communication, loneliness, personal development.

Effects of mental states on the development of psychosomatic disorders

D.M. Harchenko

The author analyzes the foreign and Ukrainian literature for the role of mental states in the etiology and pathogenesis of psychosomatic disorders as well as presents the results of investigations of correlations between anxiety and depression and psychosomatic disorders.

Keywords: mental states, mental processes, psychosomatic disorders, depression, anxiety, physiological mechanisms, psychosomatic relationships, individual psychological characteristics.

Psychological characteristics of freshmen's morality

G.V. Chuyko, T.M. Kanivets

The authors analyze the results of an empirical investigation of the distinctive features of freshmen's morality (moral responsibility, socio-moral reflection, conscientiousness, and Machiavellianism) paying special attention to the correlations between the characteristics of morality and other personal traits (using R. Cattell questionnaire).

Keywords: morality, moral responsibility, conscientiousness, reflection, Machiavellianism.