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SOCIAL AND PSYCHOLOGICAL SUPPORT OF THE UNEMPLOYED DURING THE READAPTATION

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The article reveals the conditions and principles of optimization of the social and psychological support to socially the unemployed. It is shown that the optimization of social readaptation is the structural and logical structure of interconnected components (goals, objectives, main objectives, criteria optimization, technology assessment, algorithm realization, psychocorrection and psychodiagnostic procedures), which bringing into line with actual practice, enhances the quality of work on prevention of widening of adaptive capacity of the individual. Its approbation, on the one hand, allows more productive use of potential diagnostic and correctional facilities. On the other hand, the use of optimized technology has provided an opportunity to significantly increase the adaptive potential of the individual and promote his social adaptation.

Key words: *the unemployed, social readaptation, psychological and social support.*

The statement of a problem. The problem of optimization as a selection of the best (optimal) option among all possible, is essential in the structure of any qualitative professional activity and, above all, a social activity. It is clear that such categories as feasibility, focusing, and aim directly and indirectly belong to specific areas due to social activity, one of the essential elements of which is the subordination to the final result [1; 3; 6; 9; 10]. However, the existence of the goal and the level of approximation to this goal are not the only criteria for optimality. The notion of optimality, applicable to the complex social dynamic systems, besides goal-setting, includes both a multiplicity of processes (system states) that actually occur and a plurality of means to achieve the goal, and allows not only to identify, but also to select from these multiplicity and plurality the more influential ones. This advantage (in the selection of optimal parameters and means) is determined by the objectives of the system, and a set of values of the selected parameters characterizes its effectiveness. Thus, the efficacy serves as a quantitative expression (measure) of the quality of the system, the level of achievement of its goals, the extent of approximation to the optimal state of the system.

Literature analysis. The problem of optimization of the social readaptation in the practice of work with socially the unemployed, due to the interests of quality and professional support, can not be resolved in isolation from the analysis of the functioning of the structural elements of the entire system of support [4; 7; 11]. Complex activities in professional psycho-social support (PSH), the essential element of which is to support people with problems of social readaptation, and which is considered in this paper as an object of optimization – is a dynamic and

complex system. Consideration of social work with the unemployed as the object of optimization within the existing system of social and psychological support (SPS), implies, first of all, a general analysis of system structure, characteristic of its specific features and characteristics of its functioning [2; 5; 8; 12].

Study materials and results. High efficiency of social work with such contingent is achieved when the following conditions are met: – scientific validity of the principles, criteria and methods of psychodiagnostic and psychotherapy; – certain sequence (phasing) of activity measures; proper organization of diagnostic and remedial activities, including necessary planning, logistics, and training of staff who possess necessary skills in diagnosis and correction, and are sufficient to provide professional support. Clearly, the optimization problem of social readaptation in the practice of social work should include not only the effective scientifically-based psychotechnological practical work, but also the corresponding improvement of organizational, material and technical, and staff supply of this procedure. Consideration of optimization problem as a system of interrelated activities, which has wide range of features and characteristics, needs to consider them in terms of features and approaches to their optimization. The essential characteristics of the system of social readaptation are the following: First, it is a special type of social systems by its nature. This means that it acts as a subsystem of a larger and more general social-psychological and medical support, and that the main elements of subject and object management of this system are people with their inherent socio-economic, ideological and psychological traits. Hence the subjective factor makes the huge impact. Secondly, it is certainly a dynamic system. Its dynamism is defined by constant changes in the conditions and factors that maladapt, conditions of stay in hospital and the operation of the relevant services, hotlines, improving organizational structure and system of social work in general. The high dynamics of the system must necessarily be taken into account when solving optimization problems. Thirdly, the system can be described as a complex, which implies the existence of subordinate levels and subsystems (which can still be seen as isolated elements of scientific methods, organizational, logistical and staffing psychodiagnostic and psycho procedures). Thus, each subsystem has its own local goals of functioning that can be formalized in the form of some optimality criterion. Local optimality criteria may have little connection with the global, but each subsystem, working optimally according to its criteria, should support to ensure that the whole system of social readaptation generally works best according to global criterion. Before we turn to the characterization of the main elements which make up the process of social readaptation, it should be singled out the conditions of optimization and formulated the principles of optimization of social readaptation. These are following conditions of the optimization of the system of social readaptation in the practice of social activity: 1. Socio-political and socio-economic conditions that determine the need, opportunity, key trends and optimizations. Accordingly, the purpose of optimization is to improve the quality of work, to reduce the time of diagnosis and increase the quality of psycho-correction activity through the development and implementation of highly reliable methods of diagnostic and remedial activities, directed at socially maladapted person. The optimization criterion itself is expressed by the change indices of client's states in

the process of implementation of diagnostic and remedial activity in practice. 2. Substantial background of the optimization, which reflect the presence of substantive theories that qualitatively present the regularities of formation, development of social maladaptation in general, as well as a system of knowledge about the laws and principles of psychodiagnostic in general and diagnostic features of socially maladjusted person in particular. 3. Information prerequisites of optimization, i.e. the presence of specific information about the state of the system and the actual situation in relation to which it is needed to choose the best solution. Moreover, this information, as our study has showed at its different stages, may correspond to different levels: the level of uncertainty, probability, deterministic. The first stage of the study (theoretical analysis of existing models and developing the optimal, regarding the tasks of diagnosis and correction of socially maladapted) is characterized by the level of uncertainty and involves the use of empirical research methods which are aimed at developing the models, supported by appropriate psychodiagnostic tools, oriented to achieve the goals. The stage of the study of indices of adaptive capacity through pre-selected psychodiagnostic tools, as well as the stage of forming the external criterion of reducing the signs of social maladaptation, was consistent with the determined level, because the optimality criteria, in this case, are expressed by single values, and the optimization problem was reduced to the mathematical problem of finding the extremum of the corresponding functional. The stage of working-out the complex diagnosis and correction of the unemployed and predicting the success of their social reintegration corresponds to the level of probability. The suggested principles of social reintegration of mature persons, together with the general methodological principles, are the substantial basis for optimization of the system of social readaptation practice in psychosocial activity. As for the content of the optimization process, it can be considered as a set of the following operations: 1. Determining the optimal set of techniques and methodologies to provide the necessary level of predictability of the diagnostic procedures. The greater the number of estimated parameters that we consider in the study of socially maladapted person, the more expanded is the range of possibilities in psychocorrection activity. However, the procedure of evaluation becomes more and more complex and cumbersome itself, which narrows the range of real possibilities. Thus, there is the task of determining the optimal set of estimated parameters on the grounds of theoretical analysis of the existing experimental-psychological theories. 2. Determining the ways to evaluate each of the selected parameters that would lead to extreme values of output parameters. In other words, it is about selection and optimization the methodology of estimation the parameters of adaptive potential of a person. Methodological tools (tests) must fully meet basic psychometric requirements that apply to psychodiagnostic tools (discriminativity, reliability, content and predictive validity and others.). 3. Formation of the objective "external criterion" of success in social readaptation. Evaluating the effectiveness of diagnostic and remedial activities with socially maladapted people based on the analysis of repeated psychodiagnostic data. In addition, the method of observation and the method of expert evaluation can be used in case if experts who assess the level of professional training are an experienced professionals whose skills are beyond doubt. 4. Synthesis and and systematizing of

the study data, the formulation of the theoretical conclusions and developing practical recommendations for optimizing social readaptation, suggesting improvement of methodological principles, teaching tools, organizational and psychological conditions of the practice. Thus, having determined the purpose, content and optimization criterion of social readaptation we see a coherent model of readaptation. Optimization of social readaptation is the structural and logical structure of interconnected components (goals, objectives, main objectives, criteria optimization, technology assessment, algorithm of psychocorrection and psychodiagnostic procedures and measures), which bringing into line with actual practice enhances the quality of work for the benefit of social maladaptation and widens the adaptive capacity of the individual. The approbation, on the one hand, allows the more productive use of the diagnostic and remedial measures. On the other hand, the use of optimized technology has provided an opportunity to significantly increase the adaptive potential of the individual and promote its social and psychological adaptation.

Summary. The thesis gives a new conceptual method of approach to sociopsychological analysis of the essence and problems of social readaptation a mature adult. It substantiates that the leading socio-psychological factor of social readaptation of the personality is their adaptation potential, which includes the unity of personal peculiarities and corresponding readaptation social environment. It is cleared up that criteria of lowering the adaptation potential include such indices of interpersonal components as not being adequate of self-appraisal, unbalanceness of lokus of control, heightened aggressiveness, frustrating tensity, emotional instability, the advantage of self-defeuding type of reaction on the situation of frustration in combination with an extrapunitive direction, deintegration between the necessity in achieving the main life values a possibility of achieving them in reality, the advantage of avoiding motivation, accentuation and psychopathy. The indices of interpersonal components which lower the personality's potential are the following: the lack of psychological (emotional, cognitive) and instrumental support, limited social network of maintenance, low level of social integration. The indices of these criteria gave the possibility to pick up the levels of adaptation potential of mature adults with different degrees of social adaptation. Maintenance of the program of social readaptation, directed on expansion of adaptation potential of social dezadaptation persons of mature adult, is exposed, by the special organization of readaptation social environment in accordance to the personal features. It is displayed in the thesis that social readaptation of mature adults can be effective when it is realized in the systematic way on the level of primary readaptation, on the base level and on the level of postreadaptation and if is built with regard for the of the level of adaptation potential and observance of principles of equivalence, dynamism, differentiated prediction and perspective.

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Аксенченко К.Б. Соціальна та психологічна підтримка безробітних в період реадптації *У статті розкриваються умови та принципи оптимізації соціально-психологічної підтримки безробітним. Показано, що оптимізація соціальної реадптації є логічною структурою взаємопов'язаних компонентів (цілей, завдань, оптимізації критеріїв, оцінки технологій, реалізації психодіагностичних та психокорекційних процедур), які дозволяють підвищити якість роботи з профілактики соціальної дезадптації та адптаційний потенціал особистості безробітного в цілому.*

Ключові слова: безробітні, адптаційний потенціал, соціальна реадптація, психологічна та соціальна підтримка.

Аксенченко К.Б. Социальная и психологическая поддержка безработных в период реадптации *В статье раскрываются условия и принципы оптимизации социально-психологической поддержки безработным. Показано, что оптимизация социальной реадптации является логической структурой взаимосвязанных компонентов (целей, задач, оптимизации критериев, оценки технологий, реализации психодиагностических и психокоррекционных процедур), которые позволяют повысить качество работы по профилактике социальной дезадптации и адптационный потенциал личности безработного в целом.*

Ключевые слова: безработные, адптационный потенциал, социальная реинтеграция, психологическая и социальная поддержка.