

Psychological portrait of the unemployed of the Republic of Kazakhstan

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Abstract. Article is devoted to complex research of psychological features of the unemployed of the Republic of Kazakhstan. The obtained data allow us to recommend the program made by us in quality of an effective development tool of assistance on the organization of system of maintenance and introduction of the most effective psycholinguistic methods and forms of the psychological and social assistance the unemployed of the Republic of Kazakhstan.

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Introduction

The majority of researches of psychological problems of the unemployed belong to foreign authors, as far as in our country the problem of unemployment is rather “young”. The considerable part of these researches is concentrated on “phasic models” individual reactions to unemployment and morally mental condition of the unemployed is not static. It undergoes considerable changes defined, first of all lasting stay without work.

In process of increase in duration of unemployment a change of moods of its victims - from “optimistic” to “pessimistic” and “fatalism”. Besides, some authors when studying this problem considered such aspects as influence of unemployment on health, behavioural reactions), psychology and pedagogical aspects.

The Russian psychologists show interest to psychological problems of unemployment and stop on studying of its separate aspects. Touched problems of the identity of the employment which was in crisis, features of a self-assessment, self-updating problems, self-control of the unemployed.

Owing to researches of modern psychologists it is possible to allocate a number of features of the unemployed, such as the increased uneasiness, decrease in activity in search of job, perception of a situation of employment initially as unsuccessful and avoiding, the majority of events is result of a case, dissatisfaction with the situation [1].

At the unemployed on the first places in system of values health, self-confidence, love, for them own physical and mental state is very significant, internal harmony, freedom from contradictions and doubts, spiritual and physical proximity with darling (data are provided for persons of young age).

On the last places beauty of the nature, creativity and happiness of others, i.e. experience fine

in the nature and art, possibility of creative activity, welfare, development and improvement of other people are considered as less important. It is necessary to notice that extent of realization of the specified values is low, the unemployed strive to full harmony, but live in a condition of the conflict because of impossibility of its achievement. The specified values are indicative also that interesting work on importance takes the fourth place among.

For the unemployed the well-known principle is “there was the health, all the rest will be put”. It is undoubted that all this influences their activity in search of job, smaller orientation to creativity in activity.

Ways of achievement of the objectives also with some features. To first place come out good breeding, accuracy, responsibility. Good manners are considered as the most acceptable means of achievement, ability to keep in order a thing, order in business, call of duty, ability to keep the word. On the last places tolerance, irreconcilability to shortcomings, high inquiries, as less important are considered ability to forgive themselves and another their mistakes and delusion, to coordinate the views and opinions with views and opinions of others, high requirements to life and high claims. Not really high rating differ the education, self-checking which actually are more effective in search of job [2].

A number of authors emphasize that fact, that the system of the relations of the unemployed to various aspects of crisis of employment is characterized by primary dependence on external conditions and subjective localization of responsibility for unemployment and employment on external circumstances and other people. For the unemployed is characteristic extra punitive reaction where leaders are a resentment and a deceive. Thus the lack of own activity, lack of experience, inability to impress favorably the employer is ignored. In spite

of the fact that the most actual at the unemployed is the material requirement, work, as a rule, is not perceived by them as the main way of satisfaction of these requirements. From the point of view of the majority of the unemployed work is necessary rather for satisfaction of requirements for self-updating that is expressed in domination in work of interest, success, public advantage and sense.

Ideas of the unemployed of opportunities of employment are adequate to a market situation, though are incomplete and connected, first, with increase of own activity, the second, with retraining and professional development. However actions of the majority of the unemployed on search of job are characterized by aspiration to spend the minimum efforts that is expressed in restriction of ways of search only by reading announcements and the address to acquaintances. Thus final efficiency of actions on job search is not taken into consideration [3]. The system of the relations of the unemployed to crisis of employment is steady education, and it is connected with specific features. Features of system of the relations of the unemployed can lead to emotional and personal disadaptation of the unemployed; to difficulties in the course search of job and employment.

The unemployed and busy individuals significantly differ on a number of personal features. Lines of pedantic and hypochondriac type of an accentuation can be considered as the factors stabilizing employment.

The personal lines influencing duration of unemployment are an hypochondriac and pedantic warehouse of the personality. If individuals with such lines of the personality become the unemployed, probability of that they the chronic unemployed become higher, than for other types of the personality. The considerable part of the unemployed has limited adaptive opportunities because of frustration of the personality and an adverse emotional state. Development of crisis of employment in time leads to strengthening of depressive and hypochondriac symptomatology. It leads to deepening of disadaptation and increase of level of a stress. At part of individuals is observed tendency to restriction of social contacts and isolation.

Problem of inquiries the following groups of the unemployed [4]:

- the unemployed, "not looking for work". It can be the unemployed which actions existence of the hidden motivation of directs i.e. benefits of privileges without real desire to find a job. Such unemployed puts the unreal, the uncertain purposes of search, job will search formally organize, or shows conflict behavior (accuses, criticizes, complains). This group

of the unemployed doesn't give in to psychological influence, it change only of legislative norms can affect. As it is the unemployed, which unconsciously avoid real responsibility as didn't decide on a professional choice and professional consultation is necessary for them

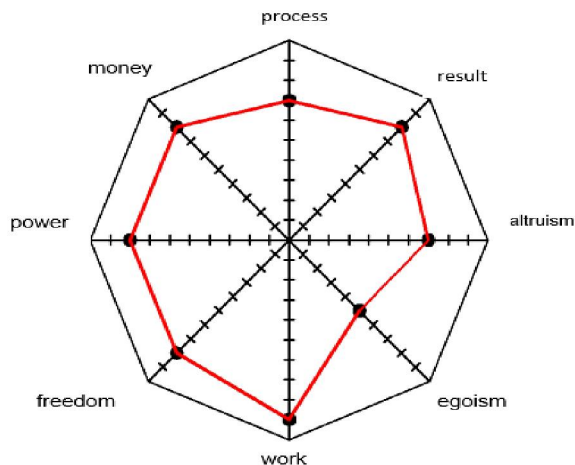
- the unemployed with inquiry inadequate to the opportunities. Such unemployed doesn't feel a personal responsibility for result, experiences difficulties in the job search organization, in structure of motivation prevails the motivation on result "for itself", observed unproductive unstable activity of job search; inadequate self-assessment, uncertainty, helplessness or aggression, conflictness,

- the unemployed with unreal inquiry. This unemployed who really need information consultation on a state and forecasts of development of a labor market. Respectively, work on formation of adequate requirements is necessary for them.

Unemployment reasons: the economic competition, in particular on a labor market; discrepancy of supply and demand of labor by professions, specialties; decline in production; economy restructuring; closing of technically backward enterprises, etc. In the majority of the developed countries state regulation of employment and the help to the unemployed includes preparation and labor retraining, creation of additional workplaces, assistance will employ payment of doles, unemployment insurance [5].

Mari Dzhakoda allocated psychological consequences of unemployment. It changes in time structurization; lack of regular activity; change or absence of sense and activity purposes; lack of the status in society; lack of participation of the collective purposes; reduction of social contacts. M. Harvey Brenner claims, the unemployment rate is higher, the level of stains, suicides, cardiovascular diseases [6]. The importance of these factors are essential the unemployed. For correction of social and psychological installations of the personality we conducted research by Potemkina Olga Fiodorovna's technique "Diagnostics of social and psychological installations of the personality in motivational requirement to the sphere", which consists of 80 questions [7 and 8]. The technique is directed on identification of degree of expressiveness of social and psychological installations: "altruism- egoism", "process- result" (40 questions); "freedom – power", "work – money" (40 questions). The questionnaire consists of two substests: 1. technique of identification of degree of expressiveness of the social and psychological installations directed on "altruism-egoism", "process – result"; 2. technique of identification of the social and psychological installations directed on "freedom – power", "work-

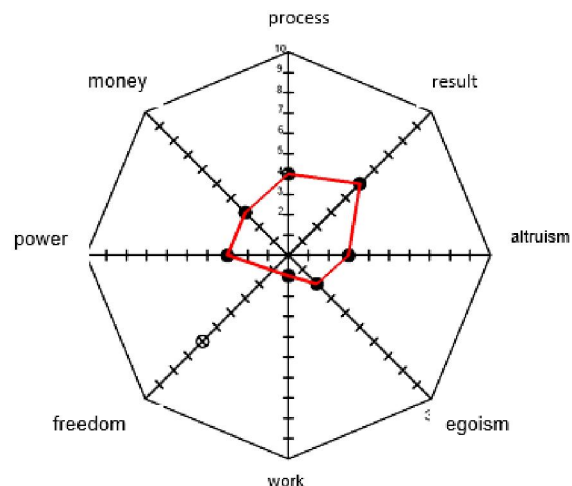
money”. INSTRUCTION: “To answer each question “yes” if it truly describes your behavior and “no” if your behavior doesn't correspond to about what it is spoken in a question“. Group of high-motivated examinees with harmonious orientations



Picture 1. Profil of feature of social and psychological installations of the examinee

On drawing is visible that the examinee has installation on process. In work or other activity it is important that occupation was interesting [9]. Toward a goal it is relatively little thought, so, for example, may be late with the delivery of the work. And if process to it became not interesting, it can throw at all this occupation, without reflecting on consequences. But with such installation it is easier for person to cope with a task, where process - for example, game at theater is important. As negative sides of the examinee it, that thinks of achievement of result less, often late with work delivery, their procedural orientation interferes with productivity; to them more moves interest to business, and achievement of result requires a lot of routine work, negative attitude to which they can't overcome has installation on money. Leading value for people with this orientation is the aspiration to increase in the welfare. When it doesn't have them, he thinks, generally of how to get them, and when it has - as them not to lose and increase greatly their quantity. The most part of the unemployed to aspire to increase and improvement of the welfare and seek to be independent from any or something. Quite often loss of work causes a set of heavy experiences, crisis states. You have to know about them. When people understand how events proceed, they can affect them, protect themselves with negative experiences or at least psychologically be prepared for them. After all freight endured often presses the person, prevents it to concentrate on the solution of actual tasks [10].

Money for it has value in itself and not just as means of acquisition something. It not necessarily will begin to steal them, say, but at a work choice for itself will pay attention to a salary, than to an interesting rather.

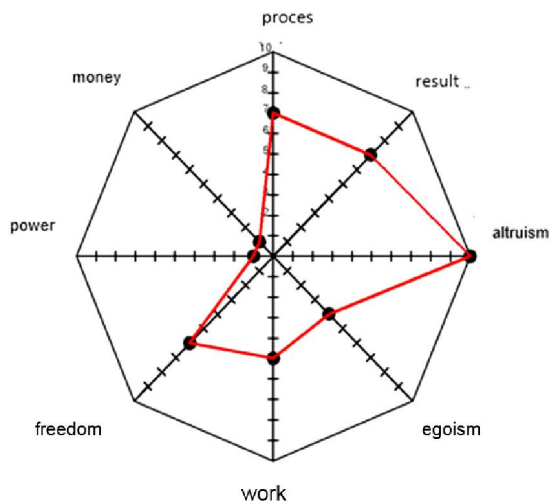


Picture 2. Profile of feature of social and psychological installations of the examinee

On drawing is visible that the examinee is concentrated generally on the personal interests. It not necessarily means that its interests reduced to material benefit - simply at decision-making it very seriously considers how their consequences will be reflected in it personally. Possess such installation can as the spiteful thief and the miser, and simply quite moral and kind person adhering to “reasonable egoism”.

Group with disharmonious orientations at which some orientations are expressed strongly and others can even be absent.

The examinee has installation on altruism, on working, first of all, on advantage another, it is frequent to the detriment of itself (and to business). These are people of whom it is worth taking care. Altruism the most valuable public motivation, which existence distinguishes the mature person. Traditionally this installation is considered valuable and the person, possessing it deserving all respect; seeks to reach result in the activity contrary to everything - vanity, to hindrances, failures. He can be among the most reliable employees. Money for it has value in itself and not just as means of acquisition something. Work in itself brings it more pleasure and pleasures, than other occupations. Very often orientation to freedom is combined with orientation to work, this combination of “freedom” and “money” is rarer. Loss, lack of work is a heavy, crisis event in human life and influences change of all parties of his personality.



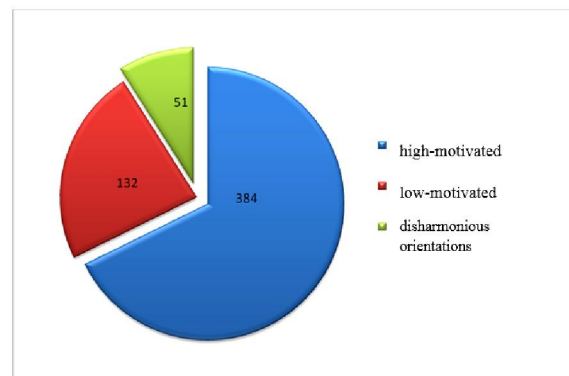
Picture 3. Profile of feature of social and psychological installations of the examinee

This fall of a self-assessment, self-confidence, increase of emotional intensity, loss of meaning of the life and other negative changes in psychological wellbeing of the personality. Practically all people, at least, time in life, voluntary or forcedly, face a job search problem. The unemployed starts perceiving himself as the weak personality who is not to possess a special freedom of choice, he strengthens belief that to the person to control the life, freely to make decisions and to embody them. Considerably he starts living today's or yesterday's day of m, without having clear aims and plans for the future. Thus such person doesn't test satisfaction with the situation [11].

Emergence of unemployment is connected with various reasons, and it is possible to reduce it only due to creation of the conditions, capable to weaken influence of this or that of these reasons. Need for any country to seek for unemployment reduction to economically rational minimum it is generated by a variety of reasons [12].

As a result of the made experiment by us was doing the following conclusions, showing one of the important for further social and psychological installations of the personality. The volume of selection made total - the 567th questionnaires of citizens of the Republic of Kazakhstan. Collection of information was carried out by a questioning method. Proceeding from all this, in psychological portrait of modern youth it is possible to allocate the following characteristics: 1) group of high-motivated examinees with harmonious orientations. All orientations expressed strongly and equally – 384 people; 2) group of low-motivated examinees at whom all orientations expressed extremely poorly – 132

people; 3) group with disharmonious orientations at which some orientations expressed strongly, and others can even be absent – 51 persons.



Picture 4. Motivate

The analysis of results of psychological research showed that group of high-motivated examinees with harmonious orientations positively influence psychological mood of the unemployed. We consider that the major task is formation at youth of necessary social and psychological qualities and vital reference points. Consciously forming steady installation we have to replace a development vector with standard and valuable and moral reference points [13].

In this regard, research of a problem of unemployment in the Republic of Kazakhstan rose on new level of the development and demands further deep studying [14, 15, 16, 17, 18 and 19].

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