

Attitude to the future professional activity of students-metallurgists



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Abstract

The article presents the research results of attitude of future professionals to the career. The attitude is a factor of regulation of professional work of the specialist and determines its effectiveness.

Key words: PROFESSIONAL CAREER, EMOTIONAL ATTITUDE, CAREER EXPECTATIONS, PROFESSIONAL REGULATION

During professional formation of experts at the stage of their training as a result of theoretical preparation and certain practical experience, subjective ideas of specialty are formed, subjective value of profession is defined, the relation to professional work is developed.

At the end of the fourth year of study the students of metallurgical professions have already some qualifications on the iron and steel enterprise during the work experience internship. Therefore, it is possible to assume certain level of determinacy of future engi-

neer-metallurgist in regard to their profession and working practice in whole, which is connected with modelling of specialist's professional way, regulation of professional behavior and making decision for place of work.

The leading role of expert's attitude to the professional activity is highlighted by the following researches of professional work: E.F. Zeyer, D.M. Zavalishina, O.N. Ivanov, E.A. Klimov, A. Karpov, M.S. Pryazhnikov, A.K. Markov, L.M. Mitin, N.V. Kuzmin, S.P. Bocharova, B.F. Lomov, G.S. Kostyuk,

T.V. Kudryavtsev, V.A. Tolochek, A.R. Fonareva, V.D. Shadrikov etc.

Generally, the attitude to people and activity is defined as subjective aspect of showing reality, the result of cooperation of person with environment. [5; 291].

Analyzing the identification facilities of person with profession D.M. Zavalishina accentuates: "The important condition of career longevity of person is positive emotional attitude to the work". [1; 200].

The system of person's attitudes is at the influence of external events of life and therefore it is defined by some movability. B.F. Lomov remarks the importance of timely transformations in the system of person's subjective attitude due to change of objective status of individual in society and if it does not happen, then "the difficulties may emerge in taking new social function and there may appear conflicts with surrounding persons or inner tension". [2]

V.N. Myasyshev providing the essence of the concept «attitude» noted that at the heart of all attitudes of a person is his work relations. Scientist considered that the formation of positive labor orientations, labor skills and knowledge are the objects of educative work. The object of social labor nurturing consists in synthesis of wish and duty of work in combination with necessity and freedom of labor [3].

Set out conditions prove the necessity of study of attitude to professional activities of future experts, which determined the aim of our investigation.

298 students of metallurgical HEI of full-time and part-time education at the age of 20-32, which study in different metallurgical specialities related on grounds of community generalized structure of activities on speciality 0904 Metallurgy of education and qualification level «bachelor degree».

The method of color metaphor of I.L. Solomin [4] focused on signification of emotional attitude of a person to a wide range of events which are connected, principally, with different kinds of labor and professional activity.

The method provides the list of items requiring study and eight colored cards, which are proposed to researcher. It is necessary to pick up such color for each notion, that according to researcher's mind suits it perfectly. After assumption of color to each notion there is adjustment of colors on the degree of attractiveness - from the most attractive to unpleasant.

The analysis of results is based on principles:

- The concepts marked with the most attractive color are characterized by the most positive attitude to it; the most unpleasant colors indicate concepts which are characterized by the person's negative atti-

tude to it.

- The complex of concepts marked with one color are characterized by similarity of emotional attitude to them; they are associatively combined in person's mind.

According to the problems solution of this investigation the list of 39 concepts, which conditionally grouped together by category is formed:

1. Values and wants - earnings, money; safety, stability, guarantees, confidence; communication, love, trust; freedom, acknowledgment, career, power, superiority; success, creativeness, knowledge, responsibilities, duty.

2. Activity and types of activity - labor, work, study, profession, business, education, administration, science, art, sport, computer.

3. People, myself - I, people, family.

4. Events and steps of life journey - my past, my future; failure.

5. Emotional sufferings - boredom, confidence, faith, doubt.

The conceptions are selected in the list include

Notions that were selected into the list include the main activities of the person in the period of emerging adulthood, values and needs that are typical for solution of certain age tasks (achievement of identity, establishment of kinship and professional self-determination).

Methodology of color metaphoric expressions was applied in student groups.

During interpretation of the results obtained the following was considered. Motivational sphere of person covers phenomena of wants, motives, tendencies, interests, values, mindset, positions. It is closely connected with the system of emotional attitude of the person towards various aspects of reality: to other people, to oneself, to the activity. In the structure of relations one of the most significant is the relation to the future, to oneself, to different types of activities. Special value in this research has identification of the relation to activities which characterizes availability, force and content of motives to activity and content of the experiences arising in relation to it. In general attitude to the activity is reflected through the notions "labor", "work", "study", "profession", "career", "business", "responsibilities", "duty". To all the suggested notions we may assign certain color (according to the mind of test person), and then his place in the arranged according to the degree of attractiveness is defined.

In case when the notions are associated with colors, which are located on the 1st, 2nd and 3rd places, it is possible to determine positive attitude to this notions.

Concepts located on the last places in such range (6, 7, 8) reveal negative attitude to them. Thereafter location of notions in the middle of the range (5,6) is possible to define as neutral attitude to them.

Some research tasks are made with the help of analysis of emotional attitude of students-metallurgists to the suggested notions.

The place of concept color in the arranged by degree of attractiveness range reflects the value of this concept in the value system (needs, motives, addictions, interests, etc.), degree of its importance in this stage of human life. At the beginning of range the most attractive concepts that are more significant for test students, with positive emotional tinge are located; the last places of the range are taken by concepts that are irrelevant, unattractive, unpleasant for the examinee. Thus there revealed the most also least

important concepts determining corresponding emotional relation of examinees.

Middle group values of place of location of notion in the range of attractiveness reveal in general the extent of attractiveness of this notion for the test students. Analysis of values according to place of location in the range allows to distribute the notions according to the level of attractiveness and certain emotional attitude to them: high, middle, low level of attractiveness. The lower the average value of location of notion is, the more attractive it is (located in the beginning of the range) and vice versa.

Arranging the data according to their rank in the range of middle group values of places of notions allows to define the groups of notions with different level of attractiveness, which is presented in table 1.

Table 1. Groups of notions with high, medium and low level of attractiveness (n=282)

Groups of notions		
High level of attractiveness	Medium level of attractiveness	Low level of attractiveness
I	Profession	Guarantees
Future	Creativeness	Past
Success	Independence	Management
Family	Money	Science
Love	Business	Work
Freedom	Sport	Computer
Confidence	Knowledge	Power
Earnings	People	Responsibilities
Communication	Stability	Labor
Trust	Education	Duty
Career	Safety	Doubt
Acknowledgment	Preference	melancholy
Art	Study	Failure

Table 1 reflects grouping of notions with their quantitative meaning that allows to distribute them according to the level of attractiveness. Content analysis of each group of concepts helps to realize connections within the group, reveal differences of each group of notions and also to match content characteristics of group notions and peculiarities of attitude to them of test students.

The group of notions with high level of attractiveness contains the notions that are the most important for test students. Attitude to oneself and own future is characterized by high level of self-acceptance, positive expectations and confidence in successful development of further events. Events that are expected in future are connected with such values as personal success, acknowledgment, career, confidence, free-

dom; in the area of human relations they are connected with values of communication, love, trust, family, an important place among physical needs is taken by earnings; art is defined among occupation and type of activities.

Notions that are connected with professional activity (e.g., notions “labor”, “work”, “study”, “profession”, “career”, “business”, “responsibilities”, “duty”), did not enter the group with high level of attractiveness.

The group of notions with middle level of attractiveness, reflecting middle level of interest in them, is represented by such concepts as safety, stability, independence, priority; need in self-actualization contain the notions creativeness”, “knowledge”; material needs are represented by the notion “money”; among

the types of activity there defined profession, business, education, sport; medium positive attitude to the people reflects the notion “people”.

One can see that the notions “profession”, “study”, “education”, “business” correlate with the notions that have positive tinge (e.g. “safety”, “stability”, “independence”), which reflects positive attitude to this notions.

Group with low level of attractiveness contains the notions with small importance for test students or even categories with undesired notions. Among such small values are “power”, “guarantees” (that is probably shows their lack among test people), among the smallest values are “responsibilities”, “duty”. Among the notions reflecting types of activity there are “labor”, “work”, “management”, “science”, “computer”, which may be perceived as unimportant, not significant or unpleasant. These notions are associated with failures, boredom, doubt and person’s past.

In such a way content analysis of the group of notions according to the level of their attractiveness reveals certain level of attitude to the notions, which are connected with professional activity (“labor”, “work”, “study”, “profession”, “career”, “business”) and allows to make preliminary conclusion concerning peculiarities of attitude to professional activity.

The notion “career” exists in the presentation of test students separately from other notions and has positive emotional coloring, which provides positive attitude to the notion. Notions “profession”, “study”,

“education”, “business”, “knowledge” are considered to be significant in the person’s life but not the most important, not connected with the notion “career”. The notions “labor”, “work”, “responsibilities”, “duty” are indicated with less importance.

Results of investigation of emotional attitude to the wide range of events connected with different types of professional activity of a person, through the revealing of attractiveness of notions connected with professional activity indicate significant differences in the system of these notions, nonconformity to the real correlation of these notions between each other, absence of seeing of accurate connections between notions, oddness of related concepts, which make career expectations.

In order to reveal key feature that combines investigated notions into one group and also hierarchy of correlations of features, cluster analysis was used. Analysis of notions of marked groups allows to determine their content characteristics and reveal general feature. Notions that entered different groups (clusters) are shown in table 2.

Table 2 reflects almost symmetric distribution of notions that entered the groups: group 1 contains 12 notions, group 2 – 14 notions, group 3 – 13 notions. Such quantitative representation of groups allows to compare their content between each other and with content of group of notions as well, distributed according to parameter of attractiveness.

Table 2. Groups of notions connected with various activities according to the results of cluster analysis A

Group 1		Group 2		Group 3	
No	Notion	No	Notion	No	Notion
m5	Guarantees	m31	Education	m21	Art
m4	Safety	m27	Study	m19	Creativeness
m26	Business	m25	Science	m35	Trust
m18	Management	m28	Computer	m23	Preference
m14	Power	m24	Duty	m10	Acknowledgment
m13	Stability	m17	Responsibilities	m30	Past
m11	Career	m33	Sport	m38	People
m7	Confidence	m29	Profession	m39	I
m22	Freedom	m16	Knowledge	m37	Future
m12	Independence	m20	Labor	m32	Family
m6	Earnings	m15	Work	m8	Communication
m3	Money	m36	Melancholy	m9	Love
		m34	Doubt	m1	Success
		m2	Failure		

Notions, which are combined in the group 1 reflect safety needs (“guaranties”, “safety”, “stability”, “confidence”), values and needs connected with self-actualization (“freedom”, “independence”, “career”, “power”), material needs (“earnings”, “money”), certain types of activities and occupation (“business”, “management”). Analysis of notions of the group 1 reveals their content-related similarity with the group with middle level of attractiveness (according to the indicator of location of concepts among attractive ones), notions of which reflect moderate level of interest in them. In general analysis of notions content in the group 1 allows to define common feature that combines the notions with each other and to denote it as “Self-actualization”.

Group 2 combines the notions that reflect type of activities and person’s occupation (“education”, “study”, “science”, “computer”, “sport”, “profession”, “labor”, “work”), negative emotional sufferings and states (“melancholy”, “doubt”, “failure”), concepts, connected with self-actualization (“duty”, “responsibilities”), which have negative connotation as well, and notion “knowledge” with positive tone. Analysis of concepts of group 2 proves similarity of the content of concepts of group with low level of attractiveness (according to the indicator of location of concepts among attractive ones) which contains the notion of insignificant degree of importance or undesirable concepts among examinees. “Activity” can be the general feature, which unites concepts of group 2 between each other and the generalizing name for concepts of the group.

Cluster analysis reveals the connection between Group 1 and 2. Such indicator correlates with the results of content-related analysis, which reveals their connection. This is reflected in the names of these groups – “self-actualization” and “activity”.

Group 3 includes the notions, which reflect communication needs and values (“trust”, “communication”, “love”), self-actualization needs (“preference”, “acknowledgment”, “success”), activities, which are not connected with labor and professional experience (“creativity”, “art”), people (“I”, “people”, “family”), stages of life journey (“past”, “future”). Conceptually, the notions entered group 3, are similar to group of concepts with high level of attractiveness (according to criterion of location of concepts among attractive ones) which contains concept of the importance for examinees. The main feature, which combines the notions among each other and reflects the general sense of group of concepts, can be the concept «Private life».

In general the results of cluster analysis show the difference in attitude of the people on test to certain

life-sustaining activity: there is middle-attractive estimation of events, which are connected with confirmation in the society; disapproving evaluation of events, which are connected with professional activity; active-positive evaluation of private life events.

The character of attitude to the professional career was investigated through the groups notions, with which the notion of “professional life” may correlate: through the notions “labor”, “work”, “study”, “profession”, “career”, “business”, “responsibilities”, “duty”. According to the results of analysis none of the notions entered the group of notions with positive attitude; most of notions related to professional activity have negative meaning for the person, they are separated from the personality.

So the research results of attitude to the wide range of events connected with different types of activity with the help of revealing of their attractiveness rate, indicate significant difference in emotional attitude to certain notions. The difference in affective evaluation is the same as some differences in the system of notions, mismatches with real ratio of these notions, absence of perspective of firm connections between notions, oddness of related notions, which form the notions “professional activity”, “professional life”.

The results of analysis of attitude to professional life are investigated through the notions “labor”, “work”, “study”, “profession”, “career”, “business”, “responsibilities”, “duty”, and show that none of the notions entered the group of notions with positive attitude; most of notions related to professional activity have negative meaning for the person, they are separated from the personality.

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