

The authors note the expediency of drawing attention to the general patterns and vectors of stress prevention. In order to prevent the impact of the negative stress effects and increase own stress resistance, a person must have a conscious approach to health and follow a number of psychological recommendations. Prospect for further research is to find the leading methods of developing stress resistance, in particular in future psychologists.

Key words: stress factor, health, stress, stress resistance, coping strategies, psychotechnologies.

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TO THE PROBLEM OF UNEMPLOYMENT: PSYCHOLOGICAL ASPECTS

The problem of unemployment is quite urgent today. The various transformations and changes that take place in each country are often accompanied by a series of crises that subsequently affect all spheres. The purpose of our study is a theoretical analysis of the psychological state of the individual in the situation of unemployment. The article presents a theoretical analysis of the unemployment aspects: the sources of psychological state and the factors that determine such a situation; three main types of unemployment: friction, structural, cyclical, its derivatives. Scientific sources have revealed that the problem of unemployment is a consequence of objective and subjective determinants, which need to be solved at the national level with a psychological support system. It has been found that the main source of formation of the person psychological state in the situation of unemployment is the exclusion from the paid employment, expressed in the following specific forms: deprivation of needs (material support, self-respect, communication); the emergence of new needs (at workplace); the loss of a usual time structure and course of action. The results of this theoretical study are important for the development of models, and methods of experimental study of competitiveness during unemployment.

Key words: psychological status of unemployed, unemployed, unemployment, motivation, psychological state

Problem's statement. The problem of unemployment is quite urgent today. The various transformations that take place in each country are often accompanied by a series of crises that subsequently affect all spheres of society. In the current conditions of a stagnant economic crisis, a not very favorable climate in the Ukrainian labor market has formed. Earlier, unemployment existed for objective reasons for the formation of a market economy, and the unemployed themselves were a necessary resource in the employment sphere. Today the number of unemployed citizens of working age is growing rapidly and is gaining mass character as the result of Ukraine's Cabinet of Ministers consideration to extend the quarantine in connection with the spread of the coronavirus.

Ukrainian unemployment is fundamentally different in its assumptions from similar phenomena in Western countries. The fact is that now our country has not yet emerged from the economic crisis that is occurring in all spheres of society. This situation is caused by many factors - both economic and social and political. Against the background of this crisis emerged the main factor contributing to the emergence and growth of unemployment in the country is the release of labor at the stage of general decline in production, which led to the collapse of economic ties, the closure of enterprises, significant reductions in centralized investment. The specificity of Ukrainian unemployment is also determined by the fact that, unlike in the developed economies, with their overproduction of goods and limited market, Ukraine has no insurmountable obstacles to job creation for the unemployed, because the capacity of the Ukrainian market for the production of goods and services is far from exhausted.

Analysis of recent researches and publications. For the most part, Ukrainian researchers study unemployment in the following areas: behavioral strategies for the unemployed (O. Kirichuk, V. Logvinenko, S. Sharovarskaya); personal characteristics of the unemployed (L. Matvienko, V. Rybalka, N. Tulenkova, I. Shelest); peculiarities of long-term unemployment (T. Kanivets Tsybulska); features of activity of the unemployed (O. Korchevna, L. Matvienko); gender features of the unemployed (A. Alekseeva, O. Pidgorn); the motivational sphere of the unemployed (M. Zakharova, L. Matvienko); communicative activities of applicants (M. Bastun, O. Veryovkin, I. Voloshin); professional training and counseling for the unemployed (Ya. Zelinska, V. Sinyavsky, V. Skulska, Z. Stanovsky); issues of vocational orientation and professional self-determination of the unemployed (L. Bondarchuk, E. Yegorova, N. Pobirchenko); problems of preventing unemployment (S. Gerasina, I. Dobrenko, N. Lytvynova, G. Tataurov).

In Ukraine, according to the law, every unemployed person has

the right, after a certain period of retraining in the direction of "Fundamentals of Entrepreneurship", to receive at once all the unemployment benefits calculated for her/him for starting her/his own business activity. All over the world, when opening your own business, the main problem is not to go bankrupt in the first year and a half. The main task of the novice entrepreneur is to withstand the competition in order to achieve the return on investment, which is very difficult to do in the first year of the business.

This problem applies to all startup entrepreneurs and its successful solution depends on many factors - from the personal qualities of the entrepreneur to, for example, earthquakes or floods. In addition to the conditions of high competition in which the future entrepreneur is located, the unemployed who decide to start their own business are also, influenced by the unemployment situation, which in one way or another, depending on the unemployed person - the future entrepreneur, influences on its competitiveness. Based on developments [1; 6], we define the competitiveness of the personality of the unemployed is the future entrepreneur as an internal ability (a set of competitive advantages) to compete, the source of which are the psychological characteristics of personality, micro and macro environment. The main factor that distinguishes the phenomenon of competitiveness of a person (subject) from the competitiveness of any object is the active self-development of the individual.

The purpose of the research of our theoretical study is to carry out a theoretical analysis of the psychological state of the personality in the situation of unemployment: sources, features and consequences for the competitiveness of the unemployed.

The results of the research. According to most scientists, there are several types of unemployment: natural (frictional and structural) and forced (latent, seasonal, technological, conversion). If natural unemployment is not usually accompanied by severe negative social consequences, then the forced threatens to form a critical level and the inevitable social crisis [1; 2; 4; 6].

The labor reserve, which provides for the possibility of rapid interregional and cross-sectoral redistribution of labor in accordance with fluctuations in demand and the resulting fluctuations in production demand for labor, is a natural unemployment. Natural unemployment consists of frictional, job-related, and institutional unemployment. By openness criterion, the unemployment is distinguished into open and hidden. Open unemployment is a situation in which a person recognizes that he or she has no job and registers on the labor exchange, if available.

The term "hidden" unemployed is usually used in reference to

developing countries. Hidden unemployment is the characteristic of the native economy. Its essence is that in the conditions of incomplete use of the resources of the enterprise caused by the economic crisis, the enterprises do not dismiss workers, do not transfer them to a shortened working day regime, and send them into forced unpaid vacations. Formally, such employees cannot be recognized as unemployed, but in fact, they are. Regional unemployment is predominantly caused by the concentration in certain territorial units of such sectors of the economy, which are characterized by the greatest reduction in the need for labor. Conversion unemployment is caused by the decline in the military and the employment in the defense industry. The size of this unemployment can range from small to large.

In addition to the division into frictional, structural and cyclical, unemployment has a large number of subspecies. Some of them are desirable for the economy and some are dangerous because they lead to long-term unemployment in the labor market, which in turn leads to psychological problems. This is, in particular, hidden, chronic and particularly dangerous stagnant unemployment [1; 2; 4].

It should be noted that there is a threatening trend that, due to the worsening economic situation in the country, women and those workers who have low level of skills and a lack of practical experience are primarily fired. Finally yet importantly, they are hired. The issue of youth unemployment is acute: about a third of the unemployed are young people under 30. At this age, becoming a person both in the human and professional terms occurs.

The following definitions contain important information regarding the sources of formation of the unemployed psychological state: suspension of work; inability to find a job; lack of earnings.

Indeed, obtaining the status of unemployed means an exclusion from the institution of paid employment [2]. According to Art. 1 of the Law of Ukraine "On Employment of the Population" of 01.03.1991 №803-XII, employment is an activity of citizens, connected with satisfaction of personal and public needs and such, as a rule, which earns them income in cash or other form [3].

Employment in the understanding of psychologists is the involvement of person in the economic life of society, which is mainly realized through employment, employment in the household, entrepreneurship, and charitable work [6].

Having a steady job, any person satisfies five basic needs: self-affirmation, self-esteem, communication, safety (livelihoods) and physiological needs. Each of these needs motivates a person to work [5]. M. Jahoda notes that employment as an institution implies a certain set of features: defined time structure; expanding social activities that are less emotional than family life; participation in collective goals and efforts; employment status and identity; requirement of regular activity [8].

Thus, the main source of the psychological state formation of a person in the situation of the unemployment is the exclusion from the institute of paid employment. This finds its expression in the following specific forms: deprivation of needs (material support, self-respect, communication, etc.); the emergence of new needs (in the workplace);

the loss of the usual time structure and the usual course of action. The consequences of the actions of these sources determine the psychological state of the person who is inside the unemployment situation. The following indicators influence the forms and degree of specific manifestations of the psychological state of personality: the stage of development of the unemployment situation; stress; crisis; personality characteristics and indicators of macro and microenvironment of the unemployed; the duration of the unemployment situation.

Describing the forms of expression of the psychological state of the unemployed, the researchers point to negative phenomena. Thus, O. Korchevna assumes that among the psychological features of the unemployed, there is, first of all, low readiness for changes in life and in the professional sphere, inability and unwillingness to take responsibility for one's life, insufficient belief in oneself and one's abilities, inclination. postpone the realization of their intentions indefinitely, increased conformability and anxiety [5]. People who have lost their jobs are characterized by: experiencing depression; reducing the sense of satisfaction with life; increased sense of loneliness and social isolation; loss of sense of time, lack of daily routine; increase in apathy, passivity; the predominance of pessimism and fatalism in relation to life in general; loss of desire for ordering in one's life; increase of excitability, aggression [1].

In addition to the indicators considered, the psychological state of the individual in the situation of unemployment, according to N. Feather also affect the locality, climate, family size of the unemployed, his social ties, sources of financial support; skills, attitudes, values, values, self-perception and other personal resources of the unemployed. It is very important to found out whether a person enters the labor market for the first time, it is a middle-aged person, or it is a person of pre-retirement age. These factors determine such factors as previous work experience of a person, parental support, level of psychological development, financial stress in connection with unemployment, awareness people with employment and unemployment, formed skills to overcome negative life phenomena, social network of personality, etc. [7].

Conclusions and perspectives of further researches. The unemployment situation contains certain prerequisites for changes in a person's psychological state. Unemployment conditions, psychological status are factors that determine certain limitations and opportunities for the competitiveness of the unemployed. Thus, since the competitiveness of the individual is characterized by an active self-development of the individual, the unemployment situation is an ideal environment for development: on the one hand, a person enters the epicenter of changes in his life, which can be the basis of self-development and on the other – he/she has free time needed for this. However, the unemployment situation can limit the formation of competitiveness in case of deterioration of the psychological state of the individual. The results of this theoretical study are important for the development of models and methods of experimental study of the features of development of competitiveness of the unemployed.

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Проблема безработицы сегодня является весьма актуальной. Различные трансформации слоев населения и изменения, происходящие в каждой стране, часто сопровождаются рядом психологических кризисов, которые впоследствии касаются всех сфер общественной жизни. Целью нашего исследования является проведение теоретического анализа психологических аспектов ситуации безработицы: источники, виды безработицы, особенности и последствия для конкурентоспособности лиц, оказавшихся в статусе безработного. Методологической основой данного исследования является теоретический анализ источников, которые раскрывают специфичность психологических аспектов безработных. Научная новизна заключается в определении психологических аспектов «опыта» безработицы, которые способны влиять на конкурентоспособность личности на рынке труда. Установлено, что основным источником формирования психологического состояния личности в условиях безработицы является исключение из института платной занятости. Это находит свое выражение в таких специфических формах, как лишение нужд (материальная поддержка, самоуважение, общение и т.д.); возникновение новых потребностей (на рабочем месте); потеря привычной структуры времени и привычного хода действий. Доказано, что для определенной части лиц, оказавшихся в такой трудной жизненной ситуации, как потеря работы, необходимо повышать активность, мобилизовать собственный интеллектуальный, эмоциональный и социальный потенциал, что способствует положительным изменениям, переосмыслению личного «Я». Проанализированы три основных вида безработицы: фрикционная, структурная, циклическая, а также такие ее производные, как скрытое, хроническое, застойное и молодежное. Выяснено, что проблема безработицы является следствием объективных и субъективных детерминант, требует решения на общегосударственном уровне с использованием экономических, социальных, организационных мероприятий и системы психологического сопровождения.

Результаты данного теоретического исследования имеют важное значение для дальнейшей разработки моделей и методов экспериментального изучения особенностей развития конкурентоспособности безработных.

Ключевые слова: психологическое состояние безработного, безработный, мотивация, психологическое состояние

Проблема безробіття сьогодні є досить актуальною. Різні трансформації серед верств населення та зміни, що відбуваються в кожній країні, часто супроводжуються низкою психологічних криз, які згодом торкаються усіх сфер суспільного життя. Метою нашого дослідження є проведення теоретичного аналізу психологічних аспектів в ситуації безробіття: джерела, види безробіття, особливості та наслідки для конкурентоспроможності осіб, які опинилися у ситуації безробітного. Методологічною основою даного дослідження є теоретичний аналіз джерел, які визначають специфічність психологічних аспектів безробітних осіб. Наукова новизна полягає у визначенні психологічних аспектів «досвіду» безробіття, що впливають на конкурентоспроможність особистості на ринку праці. Встановлено, що основним джерелом формування психологічного стану особистості в умовах безробіття є виключення з інституту платної зайнятості. Це знаходить своє вираження в таких специфічних формах, як позбавлення потреб (матеріальна підтримка, самоповага, спілкування тощо); виникнення нових потреб (на робочому місці); втрата звичної структури часу та звичного ходу дій. Доведено, що для певної частини осіб, які опинилися в такій скрутній життєвій ситуації, як втрата роботи, необхідно підвищувати активність, мобілізувати власний інтелектуальний, емоційний і соціальний потенціал, що має на меті сприяння позитивним змінам, переосмисленню особистого «Я». Проаналізовано три основні види безробіття: фрикційне, структурне, циклічне, а також такі його похідні, як приховане, хронічне, застійне та молодіжне. З'ясовано, що проблема безробіття є наслідком об'єктивних і суб'єктивних детермінант, що потребує розв'язання на загальнодержавному рівні з впровадженням економічних, соціальних, організаційних заходів і системи психологічного супроводу. Результати даного теоретичного дослідження мають важливе значення для подальшої розробки моделей та методів експериментального вивчення особливостей розвитку конкурентоспроможності безробітних.

Ключові слова: психологічний стан безробітного, безробітний, мотивация, психологічний стан



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