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Methodological approaches to studying the professional aptitude of an individual

Abstract: The article is devoted to methodological approaches to studying professional aptitude of an individual, such as activity, systems, personal, comprehensive. The methodical approaches related to empirical research have also been considered: empirical-experimental, expert, psychographic. The subject-object factors that determine the professional aptitude of the individual have been analyzed as well.

Keywords: professional aptitude, extreme psychology, professional selection.

The issue of professional aptitude of a person has always been the focus of psychologists' attention. The study of this issue has allowed us to conclude that professional aptitude involves, firstly, the assessment of the individual compliance level with the requirements of the occupation; secondly, his/her training background as a specialist in the given activity; his/her successful adaptation to the working conditions, its means, and content. It becomes especially important when it comes to professions with frequent stressful situations, and which pose a threat to life or health. According to the analysis of the literature sources, professional suitability of workers of extreme conditions is studied quite profoundly in today [6; 5; 7; 8; 22]. However, despite the large number of studies of the issue of professional aptitude of the individual in many types of activities has not yet been developed, a number of psychological aspects of this complex phenomenon have not been solved. The issue of professional aptitude is particularly relevant for the representatives of risky professions, including psychologists who work in extreme conditions. Particularly stringent requirements apply to them, because they work in extreme situations involving high risk, impact of negative factors, a large amount of information and little time for its processing, making the right decision and increased responsibility for its implementation.

Currently, the professional literature has developed theoretical and methodological approaches to the issue of professional aptitude of individuals. The attempts have been made to provide its definition, determine the principles, stages, factors, criteria, types, personality development and its deformation.

Thus, there are special studies, where the authors define the concept of professional aptitude as a psychological category [4; 5; 8; 20]. These issues are considered in general in terms of professional selection, the process of personality formation or the development of his/her professionally important qualities.

Different authors suggest various definitions of the professional aptitude in the literature sources. There is no single definition of this phenomenon. Thus, V.A. Bodrov, one of the researchers of this problem, defines professional aptitude as a set of individual qualities of a person that affect the success of mastering by him/her of the labor activity and the effectiveness of its implementation [4, P. 5]. In his view, a psychological content of the problem of professional aptitude includes individual human characteristics necessary for the performance of activity and characteristics of the labor object (content, means, conditions, organization of activity) in terms of their compliance with the capabilities of a person.

Some authors identify the professional aptitude with the concept of professional training [5; 6; 8; 9; 20]. In this case, professional aptitude is closely related to two points — professional activity and psychology of personality, which are interrelated. All psychologists are unanimous in the fact that the level of expertise in a particular activity is predetermined by the synthesis of subjective capabilities, skills and activity of the individual, and peculiarities of the means, the content, conditions and organization of activity as a process. Professional aptitude reflects the career choice that would meet the abilities and skills of a person; satisfaction with the chosen

career and the results of work, the level of effectiveness assessment, reliability and safety of labor functions implementation; self-realization and professional self-determination; development of self-concept; building up of the image me-professional.

Considerable theoretical and empirical material on the analysis of conceptual approaches to defining professional aptitude has been accumulated in psycho-pedagogical and medical literature. Among the most common are the systems, comprehensive, personal, activity and competence approaches [1; 3; 10; 12; 13; 14; 17; 18; 19; 21].

The problem of professional aptitude has been studied in psychological science mainly in terms of the systems approach (V.A. Bodrov, B. F. Lomov), which shows the relationship and interdependence of the components of the "person-profession" system [4; 13]. Thus both structural and functional features of a particular activity, and mental properties, processes and individual states are considered.

The activity approach while studying the professional aptitude is quite widespread, which is presented in the works of O. M. Leontiev [12], S. L. Rubinshtein [14], A. N. Smirnov [15] B. M. Teplov [17] who say that the course and the development of various mental processes greatly depends on the content and structure of the activity, on its motives, goals and means.

The personal approach while studying the professional aptitude of a person is analyzed in the works of K. K. Platonov, where he considers the relationship of professional suitability with the peculiarities of motivation, cognitive sphere, emotional and volitional processes, temperament and character [18; 19].

The most promising, according to V. A. Bodrov is a comprehensive approach that has been quite thoroughly developed in terms of the professional selection. Compensation abilities of professionally important qualities of personality are considered [4; 20].

The special literature contains the attempts to develop methodological approaches related to empirical studies [2; 11; 22]. These include empirical-experimental, expert, and psychographic approaches. The empirical-experimental approach involves screening psychological examination of individuals, which makes it possible to determine their professionally important qualities. The expert approach makes it possible to get a list of the properties required for a particular career. A psychogram is developed on the basis of the activity analysis in the psychographic approach that reflects the professional requirements to the individuality of an expert. According to the above listed approaches, a personality, during the analysis of professional aptitude, should be considered in terms of evaluation of the resistant traits that determine the success of the performed activity, in terms of formation and changes in these traits during professional training and future work, and upon change of the very process of activity.

There is a point of view that the main approaches to solving the problem of professional aptitude are profession-cen-

tered and anthropometric, but they have not been fully developed yet, there are no empirical studies of this issue as well.

The methodological approaches to psychodiagnostics of professional aptitude, its principles have been singled out during the study of the problem of professional selection. Thus, V. A. Bodrov [4] identifies the following principles of research of professional aptitude: scientific justification; dynamism; activity; differentiated forecasting. These principles allow making a system of professional aptitude analysis the most cost-effective and operational, and enable its correction by means of psychological and vocational training, and ergonomics.

The main methodological provisions to psychological studies that diagnose professional suitability, according I. O. Baklytskyi [2, P. 260] can be considered to be the study of the holistic personality, the analysis of its dynamic sides; comparative correlation of the individual activity in optimal and extreme conditions; special psychodiagnostics of certain personality traits, especially important for the selected occupation.

Such aspects of professional activity as physiological, psychophysiological, medical are quite thoroughly studied today [7; 11; 22].

The physiological aspect is analyzed in terms of adaptation capabilities of the body and its functional reserves [7]. The psychophysiological aspect considers the impact of physiological and psychological functions on the efficiency of activity [11; 22]. The medical aspect of the problem of professional suitability is presented in the works, which show relationship of the labor activity with physical and mental health of the individual [5].

In the sources analyzed by the author much emphasis has been made on professional aptitude assessment criteria [4; 20] and its forecasting. Some researchers identify professional suitability criteria with professional selection criteria, and the latter are determined in the connection with the specific characteristics of the profession in respect of which selection takes place. Thus, H. M. Zarakovskyi and V. I. Medvedev name the following criteria for the assessment of professional aptitude: the nature of the task solved by the business entity; the content of technological operations reflected in the mind of an individual; the set of objective characteristics that can be registered in the process of work; skills that indicate readiness of the individual to achieve standardized performance results [7].

Some authors name the main criterion that determines the professional suitability of a person the degree of development of his/her individual psychological qualities; the level of satisfaction with the process and results of work, occupation, working conditions, social atmosphere in the team; the level of financial support; self-improvement opportunities; the degree of development of individual capabilities to fulfill production functions at a given level of efficiency; evaluation of fulfillment of specific tasks and physiological indicators of "the price of activity", i. e. the degree of tension while performing the tasks [4; 8; 9; 20].

The components of activity are also considered as the criteria of professional aptitude. Thus, according to the concept of H. M. Zarakovskyi and V. I. Medvedev, psychological and physiological content of the activity include four components that regulate the activity: intentional that updates the motives and forms the objectives of the activity; operational, which is the process of transforming information and energy; activation-regulatory, which using the activity of conations manages the first two components; the basic including the functions that provide for the life activity of the body and which are related to the nature of the activity. According to other researchers, motor, cognitive, regulatory elements can be singled out within the activity, and the level of their development is one of the main criteria for the professional aptitude [7].

There is a point of view that the state of mental and physiological functions, which determines the performance level of the individual, is an important criterion of professional aptitude [4]. Functional reliability of the person is also among the criteria, and determines resistance, stability, flexibility of qualities that make it possible to adapt to the factors of activity [5]. The criterion of professional aptitude is also the mental image of activity, which fulfills the corrective function of individual behavior, but in these works the problem of professional aptitude criteria is set more [20].

The problem of types of professional suitability is developed in the psychological literature. In this respect, noteworthy is the classification E. A. Klimov [9; 10], who, based on the psychological and medical aspects, singles out suitability for activity; unsuitability; matching specific field of work; calling of a person to a specific activity. Although this classification is not perfect, it deserves attention and requires experimental confirmation.

The attempts to develop the methods of psychological evaluation of professional aptitude have been made in the scientific sources [11; 20; 22], although this problem is also in its infancy. Psychologists who study the problem of professional aptitude have established the factors that determine this phenomenon. It has been proved that the structure of professional aptitude includes a set of characteristics that determine suitability for a particular job; formed professional

knowledge and skills; psychological and psychophysiological attributes that ensure efficiency of activity. Professional characteristics, training, experience, individual strategies and the ways of solving the work-related tasks are relevant in ensuring the aptitude.

A number of works study the subject-object factors that shape professional aptitude. According to V. A. Bodrov [4], suitability for a particular activity is conditioned by the synthesis of capabilities, skills and activity of the individual, as well as by the requirements of the activity, its content, means, conditions and organization.

A significant role is given to the personal attributes of a person that affect the professional suitability. The issue of personal and professional development and becoming a professional has been developed in the works of B. H. Ananiev, A. A. Bodaliyov [1; 3]. According to B. H. Ananiev the success of the work depends on the structure of skills and talents; sensory motor function, mnemonic, logical and emotional-volitional components that evolve into different activities. [1] Close relationship of professional aptitude with a volitional self-regulation, with individual peculiarities of a person, adaptation, with the motives of being successful and avoid failure, with activity in extreme activities has been proven [4].

Having reviewed the literature sources, which analyze the subject-object factors that determine the professional suitability of the individual, we may relate the following to these factors: individual psychophysiological attributes of a person, genetically inherent and formed in the process of education, studying and living conditions, professionally meaningful for specific activities; the required structure of personality; the level of functional readiness; professional qualifications; the state of health, the state of physiological functions; physical development; the prestige of the occupation; skills obtained during the study; the degree of adequacy of reflection of the object of activity by the individual; individual style of work, which determines individually unique way of solving the production issues; self-assessment system; the strategy of behavior; the degree of satisfaction with specific activity; emotional and volitional qualities; attitude to work and occupation; operational readiness for emergency action [6; 5; 7; 8; 16; 22; 21].

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