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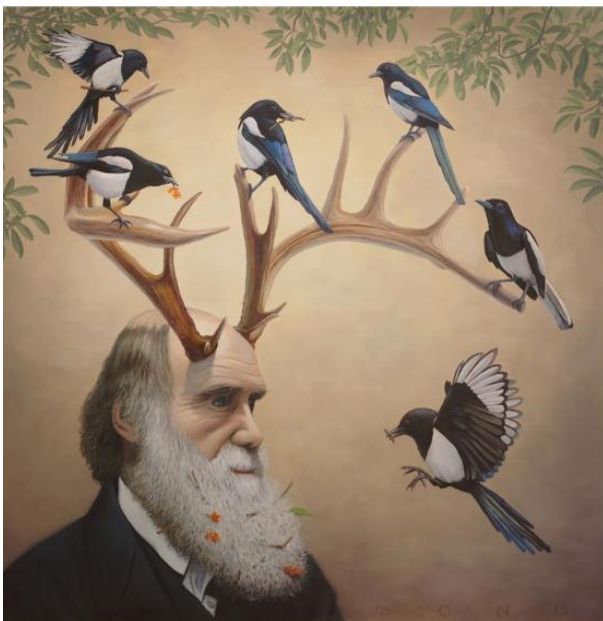
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# Professional self-determination: Conflict logical aspect

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## Abstract

The purpose of the study is to cover the issue of professional self-determination from the standpoint of a conflictological approach via comparative qualitative research methods. As a result, the conflict of inadequate self-esteem arises because of the discrepancy between the claims of an individual and the assessment of their capabilities. In conclusion, identification becomes a trigger for a crisis in the development of a profession or in its implementation, which entails the conflicts of an interpersonal and intrapersonal nature.

**Keywords:** Self-Determination, Identity, Professional, Crises.

## Autodeterminación profesional: Aspecto lógico de conflicto

### Resumen

El propósito del estudio es cubrir el tema de la autodeterminación profesional desde el punto de vista de un enfoque conflictológico mediante métodos comparativos de investigación cualitativa. Como resultado, el conflicto de la autoestima inadecuada surge debido a la discrepancia entre los reclamos de un individuo y la evaluación de sus capacidades. En conclusión, la identificación se convierte en un desencadenante de una crisis en el desarrollo de una profesión o en su implementación, que conlleva conflictos de naturaleza interpersonal e intrapersonal.

**Palabras clave:** autodeterminación, identidad, profesional, crisis.

## **1. INTRODUCTION**

Traditionally, professional self-determination is usually considered in the framework of such disciplines as philosophy, psychology, pedagogy and sociology, although the range of this concept disclosure is much wider. Revealing the abovementioned topics, let us note another aspect of professional self-determination - its indirect representation in the views of scientists and conflict experts. The relevance of the new perspective of professional self-determination consideration is conditioned by the globalization of all spheres of human activity, the new paradigm of education, and also by the new world and self-awareness by a man.

Society in connection with the increasing incidence of crisis manifestations - terrorist attacks, mutilation, the attempts to provide hostilities, - raises the questions about understanding the causes of the incident, the identity of the participants, their individuality, identity and professional affiliation. These are the questions that are reflected to some extent in the framework of self-determination and, undoubtedly, affect its constituent part - professional self-determination (GALVÃO & HENRIQUES, 2018: LATSCH, 2018: MOGHADAS, FARZAN & GHASEMI, 2018).

In the conditions of the command-administrative system, the benchmarks of professional self-determination were created by the state, supporting them with mandatory social and material guarantees (housing, employment, wages, certain privileges, etc.) that are not

guaranteed in the current market economy conditions. The absence of external guarantees creates in its turn the instability of social relations and ideas about the future, which undoubtedly leads to conflicts. The classics of conflict logical thought SIMMEL (1960), COSER (1956), DAHRENDORF (1959) referring to the study of public relations, argued that they are a priori conflict. But this kind of conflict is good for society. Agreeing with this notion of conflict of relations in society, it can be argued that any conflict, in its net balance, provides the change of relations and developmental changes of the personality. What is a conflict relation to self-determination in general, and to professional self-determination in particular?

## **2. METHODS**

From the standpoint of philosophy, self-determination is the matter of knowing oneself in life, self-acceptance, self-transcendence, and self-actualization. In the socio-psychological sciences, self-determination is represented by three aspects: personal, value-semantic and professional self-determination. Personal self-determination answers the question addressed by an individual primarily to himself Who am I? What am I? They are the identity questions, reflecting the level of social maturity of an individual. According to KACHANOV (2000), identity has two types: social (situational) and transversal (personally significant). In this case, the identity may be adequate to the demands, and requirements and inadequate identity.

E. Erickson cites four types of inadequate identities: avoiding close relationships (self-isolation); time erosion (inability to make plans for the future); the erosion of the ability to work productively (expressed in complete immersion in a particular case, or in general inability to concentrate his strength on any activity) and negative identity (the rejection of a role adequate for his family). Life-long self-determination is aimed at a life strategy development and the determination of one's own development path; the questions of life-long self-determination are raised within the framework of the existential direction by FRANK (2004), TULCHINSKY (1990), COSER (1956), and (GINZBURG, 1994).

It sets the parameters of the past, present, and future. American psychologists distinguish two groups of life strategies based on the predominance of internal and external aspirations. External aspirations include material well-being, social recognition and physical attractiveness. They are based on other people's evaluations. The inner aspirations are based on the values of personal growth, health, love, affection, and service to the community. In their opinion, the choice of strategy depends on education in the first place.

The issue of professional self-determination is one of the most important issues in the life of every person. In the psychological literature, the concept of professional self-determination is considered for the most part from the position of the need to find a niche in society and as a new phenomenon of adolescence. Most authors agree that professional self-determination is a superstructure above personal

characteristics. Professional self-determination has a set of qualities, competencies, soft skills with its expression which allow to speak about the completeness of professional development. Material carriers reflecting these characteristics are associated with the presence of diplomas, certificates, ratings, etc.

Self-determination means finding yourself, your place in life, your niche within the framework of economic relations, which is most often represented by status, power, and the availability of resources. Limited resources lead to the need to fight for them, explicitly or hidden, - to social conflict. Social conflict is always social interaction, whereas an attitude or a feeling is only a predisposition to action. Predisposition is turned into a conflict when the power and established status systems are legitimate.

A formal and informal search for oneself begins from the moment of birth of an individual and ends after his death. This is the process of constant redistribution of positions, relationships, and reassessment of one's capabilities, feelings, and values. SIMMEL (1960) argued that the individual, on the one hand, is a simple element and a member of a social whole, and on the other, he is a whole, whose elements form some relatively closed unity. A role that is intended for him only as a body comes into conflict with the role that he can or wants to fulfill as an independent and integral organism. "The more differentiated society is, the richer is the individuality, and the greater is the danger of internal division" (SAGITOVA, 2008: 10).

In the abovementioned statement, SIMMEL (1960), speaking of roles, indicated the existence of conflicts in the self-determination of an individual as the process of interaction with society and its institutions. In fact, he spoke of conflicts arising during the formation of identity in its global sense. From the ethnic point of view, identity is an image of oneself within nations, race, and language. This identity is studied within the framework of the naturalistic-essentialist approach. This approach recognizes naturalistic, natural entities - kinship, ethnoses, race, language, quasi-natural interpretation of the concept of classes, the identity of societies and countries, conditioned by their developed archetypes. The violation of this type of identity leads to ethnic conflicts.

A constructivist approach to the analysis of identities is that identity is viewed as being constructed by man and society. In terms of change, identity loses stability, which leads to the crisis not only of identity, but also of the methodology for its study. The concepts of identity pluralism emerge as the substitute of identity by social roles. Within the framework of the role theory, the concept of personality was interpreted as an integral sum of at least two components. On the one hand, this is an idea of roles as the sets of functional and symbolic integrity, fixed in institutional sociocultural structures and ensuring their safety (SAFIN & NIKOV, 1984). The violations of this type of identity lead to interpersonal and intrapersonal conflicts.

From the standpoint of professional self-determination, the phasing of professional development is connected with the need to be



included in social institutions - kindergarten, school, technical school, university, postgraduate education, which naturally should lead to the development of internal readiness for conscious and independent construction of behavioral models. The key task at the present stage of the above-mentioned educational institutions is problematization, in which activity turns for an individual into a subject of thought, the search for the meanings of profession existence and implementation, its value for society and activity subject.

### **3. RESULTS AND DISCUSSION**

Passing the stages of professional self-determination, an individual experiences the crises of personal and professional self-determination. The external aspect of such experiences is the ambivalent desire to communicate more with the professionals concerning the profession they study, or vice versa, the persistent rejection of interaction with them, as well as from the personal aspects - the instability of emotions, from pronounced positive to negative ones. The manifestations of professional self-determination crises can be interpersonal and intrapersonal conflicts. Interpersonal conflicts in professional self-determination are rare as compared to intrapersonal ones since the development of values, the definition of profession meaning is a more individual process.

SIMMEL (1960) consider the basis of the value-motivational sphere of the personality during the consideration of intrapersonal conflicts. They identified the following types of intrapersonal conflicts: motivational conflict, moral conflict, the conflict of unfulfilled desire, and role conflict. In professional self-determination, this conflict is expressed in the desire of students to work in an organization for the profession they receive during the full time along with the educational process. These desires conflict with the temporary factor. A student can work, but then he does not have time to attend classes and vice versa, which in the first case entails the lack of professional knowledge, and the lack of professional work experience in the second case.

An example of intra-role conflict in professional self-determination can be the situation when a student is forced to agree with classmate absenteeism and even cover their absence in class during training. Adaptation conflict reflects the imbalance between the subject and the environment and arising from the violation of a social or professional adaptation process. An example of this type of conflict in the course of professional development is the imbalance between the requirements of the most earned profession and the capabilities of an individual.

The conflict of inadequate self-esteem arises because of the discrepancy between the claims of an individual and the assessment of their capabilities. It is expressed in the professional sphere by means of

claims to occupy a management position or receive high wages immediately after graduation from a university.

#### **4. CONCLUSIONS**

Experiencing intrapersonal conflicts in the course of professional self-determination, a subject goes through professional crises. The crises of professional development manifest themselves from the moment of the professional training of students and during the whole professional way of the subject. Crisis states are accompanied by the awareness of an insufficient level of their competence and professional helplessness, or they manifest themselves when the level of competence significantly exceeds the requirements of the work being done. The development of a crisis state goes through a series of phases:

1. The pre-crisis phase reflects the aggravation of contradictions between the subjective and objective components of the social situation. The subject of activity is dissatisfied with the status, the content of activities, interpersonal relations, wages, etc. In fact, the problem is exposed, the boundaries of the intrapersonal conflict are outlined;
2. Critical phase - contradictions develop at the behavioral level and may be expressed not only in unfulfilled work, but also in interpersonal conflicts. The conflict goes from the latent phase

to the open, conscious one. A student or a professional builds scenario for his further professional development, psychological tensions are increased;

3. In the postcritical phase, all contradictions are resolved by a new development situation, new goals, meanings, and a new professional consciousness.

4. The result of crises of professional self-determination and professional formation and development are either new phenomena or a set of new competences of an individual, corresponding to the changed social situation.

## **5. SUMMARY**

Summing up the abovementioned, let us note that the professional self-determination of an individual, being an integral part of self-determination, is reflected not only in socio-psychological areas, but also in the area of conflict management. Since the issue of self-determination is presented in the scientific paradigms by three categories - personal, life-long and professional, then one should speak very closely about professional self-determination as a component related to the previous two categories.

Although the issue of professional self-determination is the issue of where and how each capable subject will work and which paradigm of relations with the society he chooses in the economic,

political and social aspect. Yet there are some general trends, the designation of which was produced in this article. In particular, speaking of professional self-determination, it is necessary to take into account the issue of personal identity in ethnic, tribal, linguistic, and professional aspects. If the identity is positive and does not have internal contradictions in the personality of activity subject, the process of self-determination will be fairly calm.

If the identification process takes place with a minus sign, the fears are activated which are associated with opportunities to earn money, building relationships in a team, inability to master professional skills, deep adaptation where a struggle for their interests is needed, the inability to combine their requests with the requirements of the profession, or vice versa, in the performance of professional duties or the development of professional competencies. Ultimately, identification becomes a trigger for a crisis in the development of a profession or in its implementation, which entails the conflicts of an interpersonal and intrapersonal nature.

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