Postmodern Openings
ISSN: 2068-0236 | e-ISSN: 2069-9387
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2021, Volume 12, Issue 2, pages: 170-190 | https://doi.org/10.18662/po/12.2/302

Professional Safety of Personality: System Regularities of Functioning and Synergetic Effects of Self-Organization

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Abstract: The article deals with the systemic-synergetic aspects of personal security in the postmodern society. The theoretical concepts of the system genesis of the structural and functional organization of a person's professional safety have been improved according to the parameters of the sphere of professional functioning (the sphere of choosing a profession, the sphere of vocational training, the sphere of professional adaptation and the sphere of professional realization proper), the age range (stages of an optant, adept, adaptant and master) and labor conditions (ordinary and special). The article proves that the performance of professional activities in special conditions is often combined with danger to health and life. Ensuring human life in special conditions requires the use of the specialist's adaptive resources, which ensure the activation of the productive processes of activity and determine the construct of the professional health of the specialist's personality. The active involvement of the individual in the professional sphere is reflected in the manifestation of professional safety as a specific indicator of the safe functioning of the individual in the course of professionalization. Understanding the security of a person at the level of the subject of acquiring professional experience contains the experience of a state of social satisfaction, which ensures the protection of the professional interests of the individual, quantified in the parameters of satisfying the urgent need for professional realization in the complex of subjective and personal qualities.

Keywords: *security of society, favorable living conditions, structural and functional organization, subject of professionalization, security psychology.*

How to cite: Lazorko, O., Virna, Z., Brytova, H., Tolchieva, H., Shastko, I., & Saienko, V. (2021). Professional Safety of Personality: System Regularities of Functioning and Synergetic Effects of Self-Organization. *Postmodern Openings, 12*(2), 170-190. https://doi.org/10.18662/po/12.2/302

1. Introduction

Consideration of the categorical and methodological status of the socio-psychological phenomenon of security was carried out within the framework of psychological knowledge. First of all, it is noted that the essence of security is to protect society, the individual, the state from dangers and threats, which means the presence or maintenance in the future of favorable living conditions that are optimal for the functioning and development. The complexity and internal contradiction of the definition of the phenomenon of security is reflected in a wide arsenal of its definitions and approaches, which generally produce the idea of human experience of security as a sense of protection from various dangers (Balanda, 2007). The main studies of the security phenomenon are carried out in the directions of *activity safety psychology* (Bodrov, 1991; Brushlinsky, 1996); *environmental safety psychology* and *personality safety psychology* (Maksymenko, 2013). It is noted that the choice of specific aspects of human security and the perspective of their consideration depend on the system in which man is included, such as the system "man - nature", "man - production", "man - technology", "man - man", "man - society "," man - state ", etc. Three factors that determine human safety (*human factor, environmental factor and security factor*) and *physical* and *psychological* means of protection against dangerous situations are specified.

The study of personal and collective security in the context of the postmodern theories expands the scope of the research and incorporates additional methodological resources. Thus, semantic and ideological views of postmodernists stimulate discussions on the future of society. According to Pescosolido, & Rubin (2020), they can be summarized as follows: "their contribution is to capture the spirit of rapid social changes and ambiguity characterizing the postmodern era". The real personal dangers of the postmodern era involve mental illnesses and homelessness which frame the ontological "contours of the era" (Pescosolido, & Rubin, 2020).

Kononov, & Zhurkov (2020) analyze the latest security theories within the framework of Western philosophical concepts. Comparative, phenomenological, culturological and hermeneutic analyses have enabled the scholars to prove the following: "the current trends in the philosophy of security are associated with the desire to conceptualize the essence of security as a complex system with its structure, which includes several sub-systems, such as human being, society, government and international community (Kononov, & Zhukov, 2020). Also, they justify a holistic concept of security, threatened by the external globalized and internal

metallized world of communities. They believe that the way out of the situation may be the concept of collective security, the international community and "soft use of force" in combating personal (psychogenic) and social threats (Kononov, & Zhukov, 2020).

Dominguez (2011) seeks new ideas in the discussions on security in the developing countries in the context of the postmodern era. The scholar analyzes the role of discourses on the security of young democracies, as well as studies those representing the postmodern reality and thus affecting both society and individuals. The researcher claims that the perception of risk, security /or danger in the developing countries occurs in the context of discursive manipulation (Dominguez, 2011). Besides, the concept of biopolitics, which affects public and personal identity, is under development.

Another issue of personal security in the postmodern era is the activities of social services, police. On the other hand, this applies to the marketization of destructive organizations, namely, underground markets and casinos. Despite the availability of special services, one can observe "the marketization of insecurity" (Sheptycki, 1998). These antithetical factors cause significant changes in the national and transnational systems of states and stimulate the development of academic criminology, which is forced to exceed classical rationalism.

Both the postmodernism and security act as special metamorphosis, which are revised in terms of the traditional concepts of "security" and "culture" ("society"). Levyk (2020) indicates that one can use structural analysis and hermeneutics to define the concept of "security" in the postmodern society. This allows one to conclude that the postmodernism, on the one hand, enabled new vectors of analytical understanding and perception of security. On the other hand, it introduced an imbalance and identified a crisis factor in classical perception of security guarantors, violating the established foundations and traditions (especially in the perception of public institutions). In this regard, the main destructive factor of security in the postmodern era is the factor of rejection.

The postmodern society tends to reveal dangerous manifestations of progress in the broadest sense. They include the COVID-19 pandemic. Mamzer (2020) states that "a pandemic allows one to see and describe the characteristics of the postmodern human communities more clearly. Some of these characteristics (for example, the functioning of a group) are essentially constant and never change for a human as a species. In turn, some features are very specific, inherent in a particular time, type of event and the nature of the communities involved in progress". A pandemic acts as a litmus test of personal and national security and effects (fears of

ontological security, changes in organizations and relationships). One can also determine the previously hidden specificity of the postmodern communities, which is manifested only in moments of crisis.

Personal security in the context of a globalized society is often seen as an adaptation to its rapidly changing nature. Regarding safety of persons with occupational risks, it is a question of socio-professional adaptation and specific competencies aimed at self-preservation. In turn, the latter requires "the introduction of specific methods and tools of vocational guidance, preparation for employment and acquisition of a new profession in a changed environment" (Stefanov, Terziev, & Banabakova, 2018).

The issue of personal security in the postmodern society is associated with the development of science and technology. Importantly, it is also related to the socio-political crisis of the postmodernism and the lack of moral codes. Therefore, the postmodernism should consider security as "a functional state of the system that neutralizes and counteracts external and internal factors affecting or potentially harming the system" (Petkov, 2018).

A gradual consideration of the problem of security within the dialectical understanding of human nature, starting from the stage of the emergence of the social organization of life through a description of fear of threats to one's own security, justification of the instinct of self-preservation (Darwin, 1941), analysis of the evolutionary sequence of mental associations of human adaptation to the social environment (Spencer, 1999), allowed us to focus on the historical and anthropological theory of the human psyche (Wilber, 2004), which proposed a classification of levels of human mind that correspond to stages of formation of social approaches (*archaic, mythical, public, rational*) on the use of security and at the same time the culture of human achievement; to substantiate current trends in the phenomenon of security at the *biological, psychological and social* and *spiritual* levels (Krasnyanska, 2005); to indicate the socio-semantic components of the security category in such forms as *safety-purpose*, *safety-norm* and *safety-state* (Mugulov, 2003); identify the main components (*biological, personal, cognitive and systemic*) of psychological security (Gurevich, 2007; Lomov, & Zabrodin, 1985); to single out the subject specificity of the study of the phenomenon of security in psychology through mental processes, mental states and personality traits (Ananiev, 2001). Separately, emphasis is placed on assessing the level of social security by comparing *risks* and *chances* (Saenko, 2006) and a generalized classification of the manifestation of social risks and factors of dangerous human behavior is given (Chuprov, Zubok, & Williams, 2001).

Given the wide range of research in the field of human security problems, the most important is the psychological aspect of this

psychological phenomenon, which is framed in the field of security psychology (Kolesnikova, 2001; Krasnyanska, 2005). Consideration of the psychological content of psychological security includes the study of levels of human development in the formation of its psychological security (levels of *personality, individual, subject of activity and individuality*) and the basic "protective mechanisms" of providing (*subconscious, conscious and superconscious*) psychological security (Yeremeev, 2006); factors of providing (*human factor, environmental factor and security factor*) of psychological security (Anasov, & Lepsky, 1996); functions (*development of functional comfort, maintenance of a high level of neuropsychological and energy saving, optimization of reserve possibilities of the person in activity, neutralization of influence of extreme factors, stabilization of motivational and necessary mechanisms, ordering of social contacts, psychophysiological regulation*) of psychological safety (Shlikova, 2004).

Analytical review of the study of psychological security in the latest theories of personality (Adler, 2007; Assagioli, 2008) allowed one to specify innovative trends in the interpretation of this psychological phenomenon within the understanding of the inner space of personal freedom (Maksymenko, 2013), the boundaries of one's own psychological space (Nartova-Bochaver, 2002), experiencing the feeling of authentic existence in the conditions of "anomalous reality" by constructively solving a system of multilevel contradictions (Brushlinsky, 1996), experiencing subjective well-being as a form of dynamic balance between personality and the world around (Shamionov, 2004), specification of criteria for determining and structural components of psychological well-being (Shiryaeva, 2008); description of personal security potential (Krasnyanska, 2005). Particular attention is paid to research on the presence of man in extreme conditions and the manifestation of his personal resourcefulness, which includes as an analysis of economic issues to improve the development of firms, specific enterprises, organizations (Blaug, 1994; Buyan, 2016) and the phenomenology of personal resources of professional growth and competence of specialists (Batarshov, 2005; Druzhilov, 2010; Nerubasska, & Maksymchuk, 2020; Melnyk et al., 2019; Sheremet, Leniv, Loboda, & Maksymchuk, 2019; Gerasymova et al., 2019; Onishchuk et al., 2020; Maksymchuk et al., 2020).

The analysis of the phenomenon of security and systematization of ideas about the psychological security of the individual gave every reason to continue its study in the professional sphere in the modality of professional security of the individual. The authors participated equally in data collection and documentation, data processing and article writing.

The purpose of the research is to substantiate theoretically and methodologically the structural and functional organization of personal security as a subject of professionalization in the context of the postmodern society.

2. Professional security of the individual in the system of psychological phenomena

Consideration of occupational safety as a functional component of professional activity includes analysis of categorical and methodological justification of this concept in psychology of work in the context of ergonomic support of effective professional activity by a complex of external and individual protection of the worker, where special attention is paid to dangerous professions (Bondar, 2010; Buzunov, 1991). First of all, the need to take into account the causes of accidents at work; determining the optimal workload in professional activities; identification of human reserve capabilities and ergonomic optimization of processes of interaction with the production environment (Aghajanyan, 1990). The general differentiated indicators of susceptibility to danger are specified; the preconditions for the formation of psychological security are determined; the factors of occurrence of erroneous actions at performance of professional activity are allocated; psychological support of labor safety through a system of organizational measures is outlined (Zeer, & Symanyuk, 2005; Tolochek, 2006).

Historical excursus in the application of the systemic approach to the analysis of professional activity (Lomov, & Zabrodin, 1985), as well as the general psychological provisions of the concept of system genesis of professional activity, the concept of structural and functional organization of self-regulation of activity (Konopkin, 1980), the concept of non-adaptive activity (readiness to take risks) (Petrovsky, 1992) and the concept of product ergonomics management (Danilyak, Munipov, & Fedorov, 1990) made it possible to identify common features of a person's professional safety in assessing the quality of human life (Garbuzov, 1995; Lozhkin, Noskova, & Tolkunova, 2003).

Psychological signs of professional safety in special conditions of professional activity are considered in the context of comparison of specificity of performance of professional activity in normal and special (extreme) conditions and disclosure of specific requirements to experts of professions of risk group (Venda, & Rotenberg, 1983; Gurevych, 2007). It is noted that human activity in special conditions is associated with neuropsychic stress and is often accompanied by the occurrence of stress. It

is emphasized that the process of overcoming an emotionally stressful situation depends on the mental states of a person, the integral characteristic of which in certain conditions forms a functional state; the algorithm of the analysis of stay of the person in emotionally tense situations is considered; outlined quantitative and qualitative indicators of the result of activities in special conditions that determine its quality, productivity and reliability; determined the content of the professional norm, the main figure of which is a person (Maisak, 2012; Shatalova, 2000).

It was stated that performing professional activities in special conditions is often combined with danger to health and life. Ensuring human life in special conditions requires the use of adaptive resources of the specialist, which ensure the activation of productive processes, and determine the construct of professional health of the specialist (Kazakov, & Chernov, 2009; Kokun, 2004).

Psychological characteristics of occupational health of the individual include the analyzed aspects of the influence of external and internal factors of professional socialization of the individual (Garbuzov, 1995); selected personality traits that affect the emergence of psychosomatic diseases of specialists (Kosarev, 1998; Trunov, 1998) and others; the necessary compensatory and protective mechanisms which provide professional reliability and working capacity under any conditions of professional activity of the person are specified (Bodrov, 1991). The main emphasis is on the importance of adaptive capacity and stress resistance of the body in the performance of professional duties, and the main indicator of occupational health is professional performance, which contains three groups of status statuses (physical, mental and social) (Nikiforov, 2003). On the basis of the classically recognized approaches to maintaining occupational health (the application of measures to ensure occupational safety and compensation for possible cases of changes in the health of workers, its restoration), the phenomena of occupational burnout, occupational (personal) deformation (double ethical standards, occupational marginalism, loss of occupational identity), occupational destruction (radical violation of learned ways of activity, destruction of existing professional qualities, the emergence of stereotypes of professional behavior, professional aging) and professional addiction (workaholism, professional laziness, procrastination, learned helplessness, professional perfectionism, urgent addiction), which, by their basic characteristics, constitute the problem field of professional and the realizability of a specialist in life (Tatenko, 2003; Fonarev, 1997).

Consideration of occupational safety in the adaptive dimension of personality concerns the main issues of the employee's entry into the

professional environment, to perform certain professional functions and roles. The main approaches and concepts for the study of professional adaptation are systematized (Ball, 1989; Rean, Kudashev, & Baranov, 2006); its types, forms, mechanisms and models are concretized (Adler, 2007; Sobchyk, 2003); the content of personal adaptive potential, life potential and intellectual-personal potential is substantiated (Olefir, 2015; Tytarenko, & Klyapets, 2007); procedural and effective characteristics of professional adaptation of personality are indicated (Regush, 2003) and others; conditions and factors of effective professional adaptation are outlined (Berezin, 1988; Kulikov, 2004); the main stages of professional adaptation (primary, stabilization period, possible maladaptation, secondary maladaptation, age-related reduction of adaptation capabilities) (Bodrov, 1991; Bolotova, 2006); criteria for assessing mental adaptation in a particular professional activity are defined (Vitenko, 2013; Malkova, 2014).

The generalized understanding of professional adaptation as a multilevel, functionally determined process of adaptation to work, conditioned by physiological, personal-psychological, behavioral, social factors, gives all the grounds for additional analysis of adaptation characteristics as "readiness for work", "work stress", "professional stress" , "organizational stress" (Kulikov, 2004). Another rather important point in the study of this problem is the study of resistance to frustrating situations and the ability to overcome stressful influences in the form of coping behavior of specialists (Isaeva, 2009), studies of regulation and self-regulation of mental and functional states ("adequate mobilization", " dynamic inconsistency ",“ psychological cost of activity "), (Berezin, 1988; Druzhilov, 2010) of the life style concept of the professional realization of a personality (Virna, 2003), as well as the study of temporal coordinates of professional adaptation, which are successfully used in time management (Bolotova, 2006).

3. The concept and organization of research on the psychological characteristics of personal security as a subject of professionalization

The logic of scientific facts of studying the safety of the individual as a subject of professionalization in their conceptual understanding and generalization, naturally raises the problem of subjective formation of a specialist at all stages of his professional implementation from the period of professional choice (orientation), the period of primary professional development (higher education) and improving professional growth in the process of performing professional roles and responsibilities, which is an integral attribute of the disclosure and realization of personal professional

potential. Thus, the formation of the individual as a subject of activity can be considered as a process of reorganization, qualitative transformation of mental and personal characteristics in accordance with the requirements of the activity and the criteria of the individual. And, this in turn means that in the phenomenon of the subject there are problems of growth, development and self-improvement of the person which closely border with a condition of experience of safety.

Summarizing the system-structural features of the organization of personal security as a subject of professionalization, in the future we will talk about the *professional security of the individual* as a set of current status and factors that characterize the stability and sustainability of professional development, which allows him to maintain quality of life.

Thus, professional implementation in senior school age is the awareness and correctness of professional choice, which covers professional interests, inclinations and abilities; the essence of professional self-determination during training consists in the person's awareness of the correspondence of his capabilities to the psychological requirements of the profession, his role in the system of social relations and his responsibility for fulfilling the obligations arising in connection with the choice made; the actual professional realization of the personality involves the use of adaptive resources of self-regulation, which, in a wide range of personal properties, affect the external circumstances of the development of the individual professional being of a specialist. Thus, the path of constructive professionalization requires constant fixation of the level of professional security of the individual at all stages of formation.

4. Professional security of the individual: systemic laws of functioning and synergetic effects of self-organization

Professional security of the individual is manifested against the background of the mental state, the system-forming factor of which is the urgent need that initiates its manifestation. Therefore, there is every reason to consider the professional security of the individual as a mental state, which is a function of experiencing social satisfaction multiplied by the state of satisfaction of the actual need for professional realization, which is reflected in the subject-personal characteristics.

For the studied high school students (stage of professional optation) according to the level of their experience of social satisfaction / frustration (low level → medium level → high level) the following parametric differences of experiencing the actual need for professional realization are noted: stimulus-passive activity → initiative-cognitive activity → creative-

balanced activity , - the psychological content of which demonstrates the psychological fact of the effective stress of the whole system, which brings it out of balance.

The following parametric differences in the experience of the actual need for professional realization were noted in the studied students (stage of professional training) according to the level of their experience of social satisfaction / frustration: normergic-expendable activity → normergic-accumulative activity → creative-effective activity.

In the studied medical workers (stage of professional adaptation) who work in normal (and special conditions) on the level of their experience of social satisfaction / frustration the following parametric differences of experience of actual need of professional realization are noted: neurotic-impulsive (emotionally-rigid) activity → operatively-economical (operational-adaptive) activity → adaptive-productive (adaptive-compensatory) activity. In the studied medical workers (stage of actual professional realization) who work in normal (and special conditions) on the level of their experience of social satisfaction / frustration the following parametric differences of experience of actual need of professional realization are noted: neurotic-manipulative (operative-rigid) activity → normative- conformal (mobilization-adaptive) activity → adaptive-conventional (adaptive-optimal) activity.

Systematization of results demonstrated the dynamic heterogeneity of the internal functioning of the structural organization of professional security of the individual, which highlighted the need to study the phenomenon of professional security as an integrative synergetic system with all the hallmarks of self-organization and self-management. The context of the "personal dimension" of professional safety, in which the bifurcation point was highlighted as the level of social satisfaction with the "falling out" of the attractor to meet the urgent need for professional realization, made it possible to state that in the event of a "decline" in the level of social satisfaction, an *aggravation of neurotization* in professional development occurs, and in the case of an "increase" in social satisfaction - an *increase in professional productivity*, which are produced by the functioning of the corresponding mechanisms to meet the urgent need for professional implementation - *latent inhibition* and consequent growth. Three nominative modes of the state of professional security of the individual are specified - *neurotic, normative and productive*, each of which is a set of properties inherent in certain states, according to the ratio of the level of social satisfaction of the individual and actualization of the need for professional realization.

The content of nominative modes of professional security of the individual is based on the following *synergetic effects*, which in the integrative synergetic system of professional security of the individual demonstrate: 1 - *weakening* (deintegration) of the system in the direction of professional neuroticism of the individual; 2 - *strengthening* (integration) of the system in the direction of adaptive and safe development of personality.

Aspects of development of the program of self-management of professional safety as an integrative synergetic system which is projected as a uniform recreational complex with all directions of interaction of the person in the social and professional environment and with internal transformations of the person as the subject of professional realization are considered. The mode of *neurotic* professional security, which contains a wide range of maladaptation aspects is a problem area in the manifestation of individual-unique type of response and frustrating experiences, which are based on violations of human interaction with society and with oneself, violating the security of the individual and professional security. And, as a result, such a violation of the functioning of the individual requires psychological intervention. Emphasis is placed on the "targets" of vocational counseling in blocking latent inhibition of meeting the urgent need for professional realization of the individual at each stage of professional development: in the period of professional optation, when the main attention of a high school student is focused on the choice of future profession, the "target" of consulting influence is a *creative individualized attitude to the professional future*; during professional training in higher education the development of professional safety occurs in the process of acquiring specific theoretical knowledge and gaining practical skills of future professional activity, so at this stage it is appropriate to talk about the "target" of a *positive attitude to future professional life;* in the period of professional adaptation, when there is an adaptation to the conditions of professional activity - the "target" of *self-regulation and self-control of professional activity*; and in the course of the actual professional implementation, when the development of professional security of the individual involves the development of constructive development in the profession by means of self-awareness, self-understanding and self-esteem, the "target" of professional counseling is the *constructive initiation of professional competence.*

In conclusion, it is emphasized that the proposed justification of resource aspects of vocational counseling in psychological practice for the formation of professional security of the individual, will significantly complement the technology of correctional work to organize such professional activity, which would provide personal behavior, review vital

signs and search for fundamentally new forms in the process of social development of society and professional environment.

5. Conclusions

The article presents a theoretical generalization and a fundamentally new solution to the scientific problem of personal security as a subject of professionalization in the postmodern society, which is manifested in the substantiation of the structural and functional organization of personal security as a subject of professionalization, disclosing the mechanisms for satisfying the urgent need for professional implementation and concretizing the nominative modes of personal professional security at various stages of professional development. Summarizing the results of the study, we can draw the following conclusions:

Active inclusion of the individual in the professional sphere, is reflected in the manifestation of professional safety as a specific indicator of the safe functioning of the individual in the course of professionalization. Understanding the security of the individual at the level of the subject of professional experience includes the experience of social satisfaction, which protects the professional interests of the individual, quantified in the parameters of meeting the current needs of professional realization in a set of subject-personal qualities.

Based on the generalization of system-structural features of the organization of personal security as a subject of professionalization, developed a definite articulation of the concept of "professional security of the individual" as a set of current status and factors that characterize the stability and sustainability of professional development.

The main provisions for studying the phenomenon of professional security of the individual in the postmodern world as an integrative synergetic system with all the features of self-organization and self-management are summarized. It is noted that the polar tendencies of the manifestation of professional security of the individual: the *growth of professional productivity* - in the case of high social satisfaction of the individual and the *exacerbation of neuroticism in professional development* - as a result of low levels of social satisfaction. The main mechanisms of meeting the urgent need for professional realization - *latent inhibition* and *consistent growth*; nominative modes of professional security of the individual are specified - *neurotic, normative and productive*; the synergetic effects (*weakening and strengthening*) which in integrative synergetic system of professional safety of the person show functioning of system in the direction of emergence of

professional neurotization or adaptively safe development of the person are specified.

"Targets" of professional counseling influence at blocking of latent inhibition of satisfaction of actual need of professional realization of the person at each of stages of professional formation are proved: in the period of professional option the "target" of consulting influence is a *creative individualized attitude to the professional future*; during professional training in higher education - *a positive institutional perception of future professional life*; in the period of professional adaptation - *self-regulation and self-control of professional activity*; and in the course of the actual professional implementation - *constructive initiation of professional competence.*

Promising areas of research are the deepening of knowledge about the structural and functional features of personal security as a subject of professionalization; detailed disclosure of the "personal dimension" of professional security of the individual at different stages of onto- and professional genesis; compilation of empirical and diagnostic programs for forecasting and forming the content of professional security of the individual.

Acknowledgement

The following authors participated in data collection and documentation, data processing and article writing: Olha Lazorko reviewed and analyzed relevant sources on personal security in the context of the postmodern society; Hanna Tolchieva conducted a historical review of the topic in question; Volodymyr Saienko and Hanna Brytova equally participated in studying psychological features of personal security as a subject of professionalization; Zhanna Virna acted as an expert on the synergetic effects of self-organization of personal security and Iryna Shastko on the justification of resource-related aspects of shaping one's professional security. Each author participated in a direct description of the mentioned aspects of the research.

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