

Professional selection: features and prospects of application

Filippchenkova Svetlana Igorevna

Doctor of Psychological Sciences, Full Professor

TvSTU

Balakshina Yelena Vladimirovna

Candidate of Psychological Sciences, Associate Professor

TvSTU

Abstract. The article presents the results of a theoretical analysis of the problem of professional selection in an organization. The main components of the professional selection procedure are considered, and its tasks are listed. The importance of establishing specific features of the content of professional activity for the differentiation of leading professionally significant qualities is indicated. The types of professionally significant qualities are given as an integral part of the psychogram of the profession. The typical conditions for conducting a psychodiagnostic research in the course of professional selection are indicated.

Keywords: profession, professionally important qualities, professional activity, professional selection, labor functions.

At the beginning of the XX century, as a result of the scientific and technological revolution and scientific and technological progress, the problem of assessing workers and predicting their professional suitability arose. Numerous studies of various types of professional activities have shown that individual, psychological, physiological characteristics, as well as formed professional readiness affect both labor productivity indicators and its safety (Koropets O.A., Plutova M.I., Shadrikov V.D.). At the same time, a well-structured professional selection procedure makes it possible to determine the potential labor capabilities of a person [2].

Determination of the full (partial) compliance of an applicant for a job position as a guarantor of his further efficiency in labor was one of the first reasons for the emergence and development of a method of professional selection. The main tasks of the professional selection procedure according to literary sources are: checking educational documents for compliance with the profile; assessment of the psychological and physical health of the candidate; assessment of the possibility of growth and training in related specialties (getting a new profession); screening out applicants completely inappropriate for the desired position. Taken together, the listed conditions serve as the basis for drawing up criteria for the success of a future employee in professional activity, the basis for hiring and the economic stability of the organization.

In the domestic psychological literature, scientists interpret the concept of professional selection as follows: "...a set of measures aimed at ensuring high-quality selection of the organization's personnel on the basis of assessing the compliance of the level of development of the necessary psychophysiological (individual) qualities and personality traits with the requirements of a specific professional activity and contributing to the successful mastering and subsequent effective implementation labor activity"[3].

From the content of the concept of professional selection, it follows that an important condition for differentiating the criteria for a position is the need to take into account the specific conditions of professional activity, its conditions, content and abilities of the candidate [1]. Special emphasis is placed on the content of the profession's *professiogram*, its psychological part - the *psychogram*, which reflects the most significant qualities directly related to the success of the activity (physiological, individual psychological, etc.). The pattern of these indicators is called *professionally important qualities*.

According to V.D. Shadrikov *professionally important qualities* are: "qualities that affect the effectiveness of activities and the success of its development. On the other hand, PIQ can be viewed as individual psychological qualities and personality traits that determine the possibility of successfully performing professional activities"[6].

Traditionally, in the structure of *professionally important qualities*, researchers distinguish the following elements (Filatova O.V.): a set of general, private, professional, private abilities; a set of peculiar social and psychological characteristics of a person (values, attitudes, interests, etc.); a system of knowledge and a set of necessary skills. *Professionally important qualities* act as prerequisites for professional activity and are improved in the course of activity [5].

It should be noted that the concepts of "*professionally important qualities*" and "*professional suitability*" are closely interrelated and complement each other. According to a number of scientists, *professional suitability* can be regarded as "...the correspondence of individual personality traits to the requirements of the profession, the ability of an employee to effectively carry out professional activities" [4]. Special requirements for the *professional suitability* and PIQ of workers are imposed during the course of professional activity in conditions of exposure to extreme factors. An example is service in various law enforcement agencies or types of activities with particularly extreme working conditions (pilots, high-altitude assemblers, operators of complex technical systems, etc.).

Determination of the candidate's *suitability* for the position after processing the information of the documentary part is possible by conducting a psychodiagnostic study. In accordance with the reference model, which reflects the maximum level of development of the necessary qualities, psychodiagnostic tools are formed.

The effectiveness and speed of the procedure for psychodiagnostic research, as well as cost-effectiveness, are due to the competence of a psychologist and psychological service. The cost-effectiveness of the procedure involves taking into account the financial costs of conducting a psychodiagnostic examination by different methods.

So, A.G. Shmelev highlighted several typical conditions fulfilled by a psychologist diagnostician in the process of professional selection:

1) the use of approved tests and methods that have been tested in terms of reliability and validity;

2) take into account the adaptation of the test material to the requirements of a specific professional activity;

3) the possibility of constructing a new test, when, with a certain list of professionally important qualities (PIQ), there is no procedure for their study and measurement [7].

Summarizing the above, the following should be noted:

1. The implementation of all stages of professional selection is possible when conducting a comprehensive meaningful analysis of the professional activity of a particular specialty, close attention to its psychological characteristics, main functions and operations. Based on the results, a set of specific labor requirements for the psychological resources of the employee and individual components of his personality is determined. The revealed range of requirements of the system of the considered professional activity to the personality of a professional allows us to formulate a normative model of a specialist.

2. One of the main types of activities of the psychological service of a modern organization is professional psychological selection. Within the framework of this type of activity, the psychologist solves the following tasks: diagnoses the pattern of psychological qualities that should ensure the success of the educational and professional activities of the applicant; is responsible for providing departments of the organization with competent personnel; control over the course of the adaptation process for newcomers to the post (young specialists); applies prevention methods to level conflict and asocial forms of behavior; develops a set of measures aimed at preventing premature health loss associated with working conditions.

Thus, there is a need to develop and improve the system of professional selection of personnel in modern organizations, since its main goal is to determine the suitability of an applicant for a job position as a guarantor of the efficiency and productivity of his professional activity.

References

1. Grishina N.V. Helping relations: professional and existential problems // Psychological problems of personality self-realization. SPbU, 2009. P. 116-124.

2. Koropets O.A., Plutova M.I. Correspondence of personality traits and requirements of ore activity at the stage of professional development // World of Science. Pedagogy and psychology. 2017. V. 5. № 3. P. 52-54.
3. Maklakov A.G. Professional psychological selection of personnel. SPb.: Peter, 2008 480 P.
4. Povarenkov Yu.P. The problem of the individual psychological content of the professionally important qualities of the subject of labor // Yaroslavl Pedagogical Bulletin. Series: Psychological Science. 2008. №1 (54). P. 34-36.
5. Filatova O.V. Professionally important and personally significant qualities of specialists of various types of professions // Economics of Education. Series: Psychological Sciences. 2015. № 1. P. 119-123.
6. Shadrikov V.D. Psychology of activity and human abilities. M.: Publishing Corporation "Logos", 1996 320 P.
7. Shmelev A.G., Portnova D.S. Changes in Personnel Assessment Tools During 30 Years of Computerization: Evolution or Revolution? // Human Resource Management. 2014. № 1. P. 2-13.