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The prospects of human resource management thanks to development of hybrid disciplines

public practice makes specific proposals on updating of the list of the existing social and technical systems therefore for effective management of a human factor in these systems has to precede reasoning on essence of development of sociology of these systems that finally will lead to improvement its management of a human factor. There were arguments in favor of what is actualized formation of such branch of sociological knowledge as transport sociology as transport is presented that social institute having the exclusive status as one of the main sources of integrity of resource management for preservation of the power of any political regime.

Public practice shows that people sometimes operate various processes spontaneously, but effectively it happens only in exceptional cases. Respectively, there is a request for development of scientific bases by the procedure of management in general and a human factor of implementation of any activity in particular. As it is regular both in human activity, and in scientific arises as fashion, that is applied more often in comparison with analogs (a great variety of examples), we pay attention to the term "hybrid" and its derivatives, even more often used in Ukraine for both usual an explanation of public life, and its especially scientific knowledge. The striking example to that is the term "hybrid war". The word "hybrid" has old uses, so Latins the term "hybrid" designated result of natural or artificial crossing between two organisms different as biologists speak, taxons: hybrids are trans-species, intrinsic, interdental and so forth. Redistribution of genetic material between populations is called hybridization, but biologists are disturbed not so much by technology of crossing how many an instrument for ensuring of viability of a new organism as a result of hybridization (see [1]). Sociologists have a number of common features with biologists as a result of permanent a task to carry out expansion of sociological approach on all spheres of human life thanks to hybridization, that is through a combination of sociology and a certain component of social being. Owing to the corresponding practice is already structure of sociological knowledge where the separate block of the directions of scientific search is legitimated - special and branch sociologies within which the scientific community has already recognized several tens of sociology - for example, science sociology, economy sociology, sociology of army and so forth. Each of them, in turn, the leading task - considering a human factor, to offer social technologies of management of certain social processes which have not only character the general, and first of all, character specific to a certain area of human activity. It is obvious to make two words in one phrase is a business scholastic, and to prove here viability of

a disciplinary hybrid is a business professional that disturbs many representatives of the social science shop on the example of discussions around such disciplines as transport law, psychology of aircraft, transport economics.

The world practice has shown that in the center of attention of professional sociologists are two cares: first, about a further institutionalization of sociology, secondly, on loss of reputation of sociology as sciences and professions. E. Giddens's address to sociological community as in so-called "An appeal to weapon" he has expressed the concern about why in the 21st century the sociology loses the power is indicative and has stopped being in the center of attention of intellectuals and power structures (see [2]). Sociologists of the USSR constantly had to fight for the recognition in the course of fight against ideology and purely administrative disciplines for the place in the system of expert knowledge. The sociology has been declared as science which usefulness was in providing scientific management of society official institutes, so party and state institutes of management were customers of a sociological product in those days. So, the part of supportive application for confirmation of key provisions of historical materialism and scientific communism has been assigned to sociology in Soviet period, and its data used usually for justification of wording of the next party document. At the same time it is necessary to recognize that the Soviet sociologists have made a number of researches which have laid the foundation for creation further of the corresponding special and branch sociologists, nevertheless have to be ready under performance of party installations. After the events which have led to the collapse of the USSR structuring of sociological researches in the so-called CIS was already adjusted on the general tendency is proclaimed by the president of that time of ISA M. Burav a drill from four components: academic, critical, applied and public - according to tasks which are set by customers to results of sociological researches.

Especially bitter struggle for investments goes in the applied sphere because every one wants to proclaim not only a new field of search, but also autonomy and absence of control on quality of results. Almost each aspect of life, the phenomenon or a subject of surrounding reality seek to combine with the word "sociology" that has led to growth of number of predicate names of branch sociological disciplines with a claim for their autonomy. Authors of such know-how do attempts to apply for "opening" of new branches of sociological knowledge though their subject isn't recognized yet, and a conceptual framework is not conceptualized because they don't go further declaration of new terms; moreover, theoretical bases, relevant a subject, aren't developed therefore basic researches aren't conducted. As a result of such modernization of structure of sociological knowledge the sociology has tested intensive horizontal crushing of the subject field. N. Osipova called this process as "crisis of divergence of a branch matrix of sociological science" and has specified that at the same time the most part of segments of the sociological field are filled distant or autonomous from language of this science of non-sectoral sociologies. These branches (subsectors) are usually proclaimed by experts not basic a profile, in particular from state governing bodies or business. According to N. Osipova, the vast majority of them have never studied sociology, especially its theory, professionally. However in these or those of vital circumstances they are forced "to

put" in science because sought to receive the high status, if not in it, then thanks to the introduction in it (see [3]).

Divergence of a branch matrix of modern sociology in former Soviet scientific Union has led to declaration of a significant amount of branches, not always adequate to modern canons of creation of scientific knowledge which objects can't be differentiated on the basis of just partial crossing of the united terms. But even if these borders are designated, theoretical bases and research base of similar researches remain still insufficient. This circumstance eliminates title of sociology in general, namely the sociological community leads to disintegration. Sociologists permanently are engaged in a number of questions, connected with transformational processes in Ukraine and a role of sociology and other socio-humanistic sciences in modernization of the Ukrainian society (see [4]).

Through steady loss by sociologists of the world of prestigiousness of the work and desire to render to sociology of the status of useful science in the opinion of civil society and subjects of public administration, with the purpose to receive financing on carrying out further researches and simple need of survival for such conditions certain sociologists resort to a mimicry. The mimicry is such type of adaptive behavior which was described by the Ukrainian researcher A. Lobanova in the monograph "Phenomenon of a Social Mimicry" [5] where she has proved that practitioners of a social mimicry have received comprehensive character in all spheres of life and have the manifestations and in the scientific sphere. In human activity there is such practice as imitation that means a plausible fake for the purpose of deception or concealment of true intentions of initiators of pseudo-activity. The mimicry in sociology is shown in various ways - in particular, the offer of the pseudo-directions of researches (stated, for example, in such incorrect so-called predicate editions as sociology "military" or "military", either "economic" or "ecological" and concerning which insist on what existence of innovation. According to us, such type of an innovation for the sociological center in Ukraine serve as threat of loss of its scientific identity and integrity that subsequently can lead to further profanation of sociology in Ukraine.

Alternative of process of divergence of a branch matrix of sociological science has to become integrative process which will unite the most part of segments of the sociological field, eliminating far from autonomy non-sectoral sociologies. However there are examples of the fact that authors of manuscripts appealed to advisory council of UMES to provide UMES signature stamp to manuals with such names: "Current problems of technical sociology"; "Current problems of musical or art sociology"; "Current problems of sports sociology", etc. It is obvious that it is easy to continue the list given above to the number of the available central executive authorities for demonstration of absurdity from some groups of professionals in "improvement" of the list of disciplines of the "cycle of vocational and practical training" block.

As the risk and safety are the social phenomena which act as the basis for modernization of structure of sociological knowledge (see [6]), on time understanding that from a shadow traditional, that is nature-friendly, risks there are risks technogenic. In sociology there is a tradition structure of sociological knowledge to divide into theoretical sociology, theories of the average level and

empirical basis of science which has to be generalized thanks to theoretical fundamentals of sociology in theories of the average level. Now it will be a question about "transport sociology". As justification of this discipline serve such circumstances. Time of globalization is determined by an exclusive role of transport and communication. Therefore, on a model of declaration in days of industrial revolution of science about Earth, there comes the science era about transport and communication as complexive science of days of communicative revolution. The sociology of transport has an appearance of its integral component near transport economics, transport medicine, legal principles of transport.

It is well-known that transport - the major link in the sphere of the economic relations, so participates in complex process of creation of production and delivery to its consumers, carries out communication between production and consumption, between various branches of economy, between the countries and regions. It influences development of economy and as "consumer" of metal, energy, wood, rubber, other products. Transport is the complex consisting of separate types: railway, sea, river, automobile, pipeline and air. They have features, advantages, shortcomings and scopes. They interact among themselves and make the transport system developing under the influence of economy in general and its separate branches. The greatest influence on transport makes the industry because it forms the main freight traffics. The transport factor is one of the industrial enterprises solving for placement. Agriculture influences work of transport depending on degree of its intensity and the level of development of agro-industrial integration. Transport takes out agricultural production in the natural and processed look, the stern, fuel, mineral fertilizers, construction materials, farm vehicles and spare parts to them delivers. High level of agro-industrial integration cuts transportation costs because waste of processing of agricultural production remains in agrarian and industrial complex. The construction industry influences placement of transport through considerable streams of freight, especially at concentration of big construction in a certain area. In this case the transport complex is created. On it is dispersed constructions the branch uses services of local transport. On linear constructions (roads, pipelines) the corresponding departmental transport works. Foreign and domestic trade are directly connected with transport. Goods turnover volume with other countries depends on the economic relations with these countries.

The structure of NAS of Ukraine has section of physics and technology and mathematical sciences with such offices: mathematics, informatics, mechanics, physics and astronomy, physics and technology problems of materials science, physics and technology problems of power, nuclear physics and power and sciences about Earth. It is obvious that during a globalization era this section has to have also offices of sciences about transport and communication. On this offer the modern theory of institutionalism which has shown the relevance in world economy pushes, and as the indicator Nobel Prize laureates R. Coase (the main work "Nature of Firm", 1937), D.S. Nort will serve (the main work "Institutes, Institutional Changes and Functioning of Economy", 1990). Thanks to non-institutionalism during a globalization era, sociological the attention is concentrated on functioning of institutes within an institutional matrix (see [7]) in which scientists understand set of the basic institutes forming themselves a framework for support of functioning of

the main subsystems of the environment. Basic institutes reflect deep lines of the public structures defining quantity of possible trajectories of further institutional development of society. The institutional turn in science doesn't form the basis for development so-called spherical sciences.

Transport sociology in the formation and development has to go in the institutional direction, integrating the main results received by world sociology into its reflections concerning economy, educations, managements, the organizations, work, migration, accidents, tourism, professional groups, etc. (the list is submitted according to numbering of scientifically research committees of MSA on appropriate questions). Among special and branch sociology, according to the name of section 13.3, our attention is drawn by equipment sociology therefore sets a contour of judgment of functioning of systems, call social and technical, and now provides bases of development of sociology of transport in general and sociology of separate subspecies of transport, in particular to aircraft if for this purpose it is offered appropriate justifications. Each of them, in turn, the leading task - considering a human factor, to offer social technologies of management of certain social processes which have not only character the general, and first of all, character specific to a certain area of human activity.

So, within social and behavioural sciences, psychologists, undertaking care on management of a human factor, first of all focus the attention on mental lines of the person and social and psychological lines of social groups (generally microfactors). Economists - on micro and mesofactors of production and consumption of transport services, criteria of their efficiency, competition bases and so forth. Political scientists, respectively, on macro - and mesofactors of domestic and international policy on development of transport branch by efforts of subjects of various level, starting with state. Sociologists own direction are risks or dangers, are anthropogenic, and especially in the 20th century - technogenic. In 2009. On the I Congress SPAI the attention that the risk and safety are the social phenomena has been paid, with need arise the basis of modernization of structure of sociological knowledge, process not chaotic is, and it is natural.

The essence of modernization of a subject of sociology on the example of hybrid disciplines is that are already revealed essence a new trend of the present: a pseudomorphosis of the megamachine organization of society instead of institutional. Therefore studying of public evolution should be carried out in the context of a research of evolution of all live systems as such way of an explanation of evolution will rely on interaction not only representatives of related social and behavioural sciences, but also sciences humanitarian and natural in which occupy separate terms and also concepts that is filled further with actually sociological contents. An example of it is the sociobiology, one more hybrid discipline. As modern concepts of global evolutionism, apply for giving the generalized picture of all imaginable evolutionary processes, and therefore our next statement is the following: heuristic potential of a sociobiology has to be relevant to an explanation though the institutional organization it seems resists megamachine, but in practice of the power the megamachine, working for the benefit of the center, but not social system often forces out and replaces institutes.

Evolution of a social order, according to many experts, significantly depends on modernization of the social institutes acting as the intermediate stage as in the course of formation of the dominating nowadays state and legal form of the organization of public life, and in logic of its legitimation. Institutes as speak in principle, providing joint reproduction of behavior / activity together with forms of their organization. So far, however, the mentioned mission finally and convincingly Cancelled that isn't casual because as it has been shown above, evolution within a look time becomes the return that is equivalent to an evolution stop. Secondly, that, at their value, institutes are secondary, and it is necessary to focus attention first of all on behavior of people, and it is even better on activity of social groups. If to speak about institutes, then for a start it is necessary to understand what costed in the past of an institutionalize, and doesn't suit contemporaries at the available institutes. If it seems that the institutional organization it seems resists megamachine, but in practice of the power the megamachine quite often forces out and replaces institutes, the corresponding concept was introduced for scientific use by G. Memford in the book "Myth of the Car" (1967). Here it is possible to see some kind of pseudomorphosis of a megamachine of the organization instead of institutes. In the book "Decline of Europe" (1918). O. Spengler called pseudomorfosa cases when foreign ancient culture hangs over the country with such force that culture young for which this edge - its native, being not able to begin to breathe full breast and not only that doesn't reach drawing up clean, own forms, but doesn't reach even full development of the consciousness. A pseudomorphosis Spengler refers the Arab culture and Russia of times of Peter I to historical.

We will use an induction method. To the first obvious to us in Ukraine the megamachine can be an example of process of replacement of institute legal proceedings that has come instead of institute of justice, and the institute of performance of punishments, from institute the dominating educational function what has to be its ideally, has turned in such the megamachine that since the Stalin mode of the power successfully reproduces as itself, and crime, as a prerequisite of own comfortable existence. Already it demonstrates that the institutionalization itself isn't capable to resist to expansion of megacars. So, in the conditions of an authoritarian political regime in the country the institutionalization regularly rotates ritualization. Resorting to a metaphor, it is possible to say that if institutes similar to a herbivore, then megamachines - typical predators, and therefore our research a task - to reveal theoretical prerequisites for the forecast of duration of their viability. Innovative ways for the solution of this task as shows the review of sources, can be implanted in anthropological representations. And itself the attention to theoretical representations results in understanding that the general there are neither institutes, nor megamachines in real life as they are images of a certain organization, to reproduction of all range of human behavior or activity of the organizations. Judging by many signs, institutional systems in general will exhaust the administrative value and therefore demand radical reconsideration. A characteristic symptom - falling of trust noticeable so far to the power in general and power institutes in particular.

Conclusions

In any science there are so-called "eternally relevant" subjects to which it is necessary to carry also contradictions of definition of the directions of modernization of structure of scientific knowledge and a way of their overcoming. Of course, with our conclusions some colleagues can not to agree to tell about irrelevance of any predicative sociology that as we consider, will demonstrate their commitment to archaic views on structure of sociological knowledge. This circumstance will upset us only partially because will confirm report conclusions at the V Lviv sociological forum (2011). "Sociology in modern Ukraine: whether there is an advance?". The report has been published in the collection "International Scientific Forum" (see: [8]) and also in the magazine "Psychology and Society" (see: [9]). Conclusions of that the report still remain relevant: after the collapse of the USSR the Post-Soviet sociology as science lost those achievements, received in Soviet period. At the same time, hopes for its rapid development as the response of science to changes of an economic system on what there were respectively the adjusted intellectuals in general and sociologists in particular, can come true due to creation of hybrid disciplines of integrated character with the corresponding conceptualization of their subject.

As section 3.13 works within the world congress "Aircraft in the 21st Century", these materials have to form the basis for a discussion taking into account data on aircraft from the different countries during which it is necessary to pay attention to the separate moments of a dehumanization of area about what only from sociologists, perhaps, it will be possible and to hear because leaders of world sociology claim that it has cynical character. That is has to call things by their proper names. Experts of the senior age group already repeatedly specified that they have experience of hearing in the past of victorious reports in development of various branches of the national economy (now it is about economy in general), and presently can compare them to estimates of the current state of branch and the corresponding prospects. The refusal of production of double-deck passenger liners is already the second in aircraft industry big step backwards. The refusal of supersonic aircraft was the first. Interesting the fact that thanks to new technologies the efficiency of planes has increased. However in aircraft is obvious degradation (see [10]). So, in Russia not the first year in the expert environment opinions on almost catastrophic situation in civil aviation sound. Experts allocate two main reasons - filling of the park of passenger aircrafts by foreign planes, and far semifresh and also the schedule of work and insufficient qualification of pilots is overloaded. If to speak about domination of foreign planes in the Russian market, then loss of the centralized control over aircraft manufacturing branch and the actual paralysis of aviation production have led sharp transition to the market relations to it in the early nineties (see [11]).

Experts insist that the shaft of technogenic catastrophes accrues because of loss of the remains of engineering qualification and responsibility - that is, technological culture. It threatens maintaining infrastructure connectivity of the country. Support of unity of sociocultural and economic space of the country belongs to the main functions of the state, and its commonality, the unity is the main

sign of the country. When in the country life support infrastructures - transport, medicine, education, safety, municipal services, etc. break up, it is penultimate sign of disintegration of the country. The last is the collapse of payment service provider - when the national currency stops being means of payment. A situation with the Ukrainian infrastructure which is covered by her state from consequences of carrying out Euro-2012, also its corruption demonstrates to acceleration of its stagnation, because of technical incompetence of the power. Only therefore the championship really should have been held to us that available these degradatsionny circumstances citizens of Ukraine were finally convinced. Also experts insist that "what is called "today's mode in Ukraine" is filled up not from activity of opposition, and through own technical illiteracy, and misunderstanding of the fact that modern infrastructures not lawyers with economists and political scientists with journalists, and engineers and skilled workers are capable to operate. Only the state because the Ukrainian industrial and municipal business only operates the remains of the Soviet production infrastructure can carry out investments into their preparation, without investing the gained income in her modernization and development" [12].

So, "deficiency of competence and professional conscience from the sphere of public administration as if epidemic, also extends to educational, medical, construction and agricultural branches. Therefore, Ukraine has practically stopped to self-reproduction as set of infrastructures of life support. Property stratification of its citizens involves also intellectual and cultural stratification. The majority of grown poor degrades owing to social diseases, including drug addiction and alcoholism. If the nation doesn't see efforts of sociologists, point to loss of quality of life in the future, then in the 21st century, Unlike, for example, Middle Ages, under patronage of the states will happen to the corrupted power of disappearance of the nation during two-three generations" [In the same place]. Megamachines win against social institutes, and hybrid disciplines are capable to signal only about it; however it is better than nothing.

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