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Communicative graduate adaptation: overcoming problems at the workplace

The paper provides analysis of students' adaptation at final courses of universities. The typical 5-component structure of social adaptation is described in details. The authors try to offer various strategies of graduates adaptation in the labour market, e.g., "Independence and initiative in the searching work", "Search Autonomy", "Delegation of responsibility for employment", "Finding a temporary working place", "Search for any workplace", "Refusal of the proposed workplace" and "Focus on changing conditions".

Due to the current situation in our society, graduates may face certain adaptation problems during their employment.

Under the specific properties of modern society influence (social instability, the new technologies expansion, the dominance of mass culture, the media's intensive influence, etc.), a negative rather than a positive psychological image of the contemporary communicant was formed. Its main characteristics are as follows:

- ill mental health, neurosis due to constant overload and stress, social insecurity and financial deprivation;
- absence of positive motivation of their activity or uncertainty of motives and interests; impossibility to fully realize as a person, moral emptiness;
- numerous attempts to manipulate another person, the attitude towards them as an object to meet their own needs;
- indifferent attitude to reality, loss of sensitivity to the misery of others, neglect of justice;
- emotional and psychological discomfort due to clashes of desires, interests, positions and thoughts, and sometimes total conflict in interpersonal relationships, etc.

As a result, students of final courses at universities lose enthusiasm regarding the job search. There are some clear reasons of this process: a) unreasonably high demands of employers, b) relatively low salaries for low experienced staff, c) necessity to change habitual environment. All these factors cause difficulties with communicative adaptation.

There are such components of social adaptation: 1) social-household, 2) economic, 3) communicative, 4) regulatory and 5) self-realization.

1) *Social-household adaptation* – is an adaptation of the individual to the new life conditions, involving improving his own position, psychological well-being, coherence with intentions, interests, preferences. This is especially true for persons undergoing rehabilitation in specialized institutions, separated from the family and the usual life way.

2) *Economic adaptation* is usually carried out in the new socio-economic life conditions and applies to all target population groups. In this case, the state legislates its mechanisms at various levels of social population protection through the provision of

benefits, subsidies, assistance, etc. In the narrower sense of the word, social adaptation is carried out in conditions of unemployment through employment, retraining or advanced training, as well as providing unemployment benefits, social and psychological support and assistance. Economic adaptation depends on satisfaction of physiological people's needs, such as quality food, clothes, etc.

3) *Communicative adaptation* leads to the individual adaptation to new relationships and interactions, the development of social skills and abilities, social competence. This is especially true for the positive adaptation of persons with addictive behavior, clients who suffered from post-traumatic stress, survived existential problems, etc. Communicative adaptation is effective only in the context of the individual inclusion in a normal social environment with the preservation of their own personality and uniqueness. People who have suffered from a disability need to accept their condition and to form an active life position, orientation to their own saved capacities and potential. Social adaptation is necessary when people are introduced into various spheres of social relations, the quantitative expansion of contacts, the formation of differentiated behavior in accordance with its needs and characteristics of the mental state.

4) *Regulatory adaptation* is connected with the personal life cycles, passing from one age to another, the course of various life events and changes that require the formation of new character qualities, personality traits and requirements to society at whole, which should ensure the dignity of citizens. Particularly important social adaptation is manifested for sex-role relationships and interactions at different human life age stages. Regulatory adaptation is associated with satisfaction of security and respect.

5) *Self-realization* is a satisfaction level of the individual spiritual needs, creative potential realization. Social adaptation to a new life situation or living conditions is carried out through the activation of the individual strengths, self-realization in work or creativity, expanding the outlook and experience overcoming existential problems.

There could be offered the following strategies of graduates adaptation in the labor market:

1. The strategy "Independence and initiative in the searching work" reveals the readiness to emphasize one's strengths and positive qualities, make independent decisions, acquire practical experience during training, take the initiative in finding a job; the opportunity to choose a workplace that goes beyond the specialty; rejection of the unemployed status and the workplace made demands that do not meet expectations.

2. The "Search Autonomy" strategy indicates the readiness for active search, the possibility of migration, the preference for a career in the family, the normative and value conformance, the responsibility for the quality of their professional training. The workplace without career prospects is rejected.

3. The strategy "Delegation of responsibility for employment" demonstrates the willingness to delegate responsibility for employment to the employer, the reference group, employment agencies, the state employment service, the educational institution.

4. The strategy "Finding a temporary working place" shows the readiness for

the following compromises in the work search: a temporary solution to the problem of employment, situational earnings, temporary employment while finding another job, looking for work not in accordance with the qualifications received. Such propositions of unreactive, low-status work or work in a non-prestigious institution must be refused at once.

5. The strategy "Search for any workplace" points to the readiness for employment in any workplace, including estimated as uninteresting, not in accordance with the received specialty, temporary, low-status, in a non-prestigious organization, in a small town or village, but at the same time decision to upgrade their qualifications, to obtain a second higher education and to expect career opportunities.

6. The strategy "Refusal of the proposed workplace" displays the unacceptability of the following workplace characteristics: low wages, employment without a "social package", employment in a workplace with a "gray" salary, work without official employment, etc.

7. The strategy "Focus on changing conditions" says about creative activity, an initiative aimed at changing the current situation: expand the scope of official duties, undergo internships in a prestigious institution, find work during training and gain experience, seek work in large cities, work with a low salary to be considered as a part-time job during the training period.

Summary

Thus, it is possible to single out several behavioral strategies that are most effective in assessing modern student youth. First, it is a strategy of immediate achievement of the set goal, which implies increasing its competitiveness in the following ways: improving educational training; practical experience acquisition during the full-time studying period; perfection of individual and personal qualities and communication, activity manifestation.

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