



RESEARCH OF PSYCHOLOGICAL CHARACTERISTICS OF UNEMPLOYED PERSONS AS A BASIC CONDITION OF DEPENDENCY PREVENTION

Abdusamatov Khasanboy Usmandjonovich
Doctor of Psychological Sciences (DSc), Associate Professor

Yangiboyeva Dildora Rakhmonovna
Master's degree student of 2nd year National
University of Uzbekistan named after M. Ulugbek

Annotation

The economic situation in society is characterised by a reduction in production, a change in the nature of business relations and a general decline in business activity, which entails a reduction in jobs. Unemployment has become not only a factor in our lives, but also a factor in the mindset of people, their psychological state as well as social tensions. In pursuit of this task, and in an attempt to adequately reflect the realities of life for the unemployed, we have carried out research on this topic, drawing heavily on the experience of employment service practitioners. This makes it possible already now to state the confusion, depression, crisis, fear, uselessness, and material difficulties that accompany a person who has lost his job.

Keywords: job, condition, unemployment, person, factor, personal characteristics, motivation, labor potential.

The loss of a job leads to a decrease in people's labour activity. As noted by specialists from the employment services, the unemployed are characterised by passivity and dependency. Many unemployed people are not active enough in solving their life problems and do not dare to take responsibility for changing the existing situation. Today, unemployment has been officially recognised as a real fact of Uzbek reality. Peculiarities of Uzbek unemployment are studied mainly in terms of socio-economic problems [4]. The psychological factors of unemployment and its psychosocial consequences remain underdeveloped [3]. The negative impact of unemployment on the social health of society and political instability is not in doubt, as is the relationship between unemployment and crime. The economic losses of society are also evident: a sharp decline in living standards of the unemployed and their families, lower wages of the employed due to increased competition in the labour market, full or partial loss



of skills of the long-term unemployed leads to increased costs for society to restore skills or retrain the unemployed [2].

Y.M. Plusnin and G.S. Poshevnev (1997), based on a sociological survey combined with psychological testing, proposed a classification of the unemployed according to the motives for applying to the employment service. The reasons for applying to labour exchanges were used as the basis for distinguishing the types of unemployed, as attitudes towards them determine the behaviour of the unemployed in the labour market. Taking into account the attitude of the unemployed to the employment service, the following types were identified [5]:

1) real job seekers unemployed, who do not register with the employment service and independently use information halls for job search;

2) unemployed jobseekers who are actively looking for work and are employed fairly quickly (from two weeks to three months)

3) Those who are unemployed and would like to work but have difficulties finding a job. This type of unemployed people includes young women with children of pre-school age, as well as single middle-aged people who have no one to turn to for help and are not well versed in the labour market. There are also unemployed people with neurotic disorders that require serious psychological help;

4) Those who go to the employment office to get certain benefits (unemployment benefit, continuous work experience, retraining possibilities). These are predominantly women engaged in private industry (street vending, mostly) or housewives who have requested social benefits from the employment office;

5) unemployed with a dependency attitude, who use the employment services to receive unemployment benefits as their main source of livelihood. They have no intention to work and prefer to remain clients of the labour exchange for a long time. Using a "socio-psychological" approach, A.N.Demin and I.P. Popova (2000) divided the unemployed according to their preferred ways of adaptation in the situation of job loss:

1) Struggle with the state, which has treated its citizens unfairly, in fact repeatedly "robbing" them. In this case, the situation is taken as a given in a changed world and adaptation is reduced to the acceptance of this position and the roles associated with it;

2) rent-seeking relations with the state, which are a milder form than the previous one. The loss of a job is perceived as an opportunity for rest, a long holiday, a kind of reward for work given to the state, and as long as the unemployment benefit is at an acceptable level for living, people are in no hurry to take active steps to find a job. As



a person gets older, the likelihood of entering into a rent relationship with the state increases;

3) an alternative lifestyle, in which areas of life unrelated to work become more important. This way is a kind of continuation of the “rent relationship” with the state and represents a shift of the unemployed person's activity to raising children, taking care of the family, own health, repairs in the flat, maintenance of the household plot. The more the person immerses himself in alternative activities, the harder it is for him to return to the work sphere;

4) protective avoidance behaviour which is characterised by avoidance of situations and offers of all kinds that require activity, persistence and new comprehension. This involves retreating to memories of the advantages of the previous workplace and ignoring problems. In people's minds any attempt to change the status quo is perceived as meaningless, they lack self-confidence and the future is seen as futile and controlled by external forces;

5) a chaotic search in which there is no comprehension of the options of behavior, as well as the consequences of the decisions made. People tend to accept any job offer that comes along. As a result the job chosen may turn out to be far from the desired one and may differ from the previous one in terms of worse conditions, higher volume, lower wages, etc. The person gets into a situation of tension and conflict, which leads to general dissatisfaction and aggression. The future is presented in gloomy colours;

6) Searching under conditions of limited awareness, when attempts to act in the direction of one's work tasks are carried out under a deficit of necessary information. The reason for this deficit may be a lack of personal contacts or a lack of sources of necessary information. In general, this way of adaptation is due to the lack of information and tools for finding it, which significantly inhibits the manifestation of activity;

The analysis of research in social sciences has shown that the most attention is paid to the consideration of distinctive features of unemployed citizens, attempts are made to classify them on sociological and psychological grounds, peculiarities of adaptation and behaviour in the situation of job loss. The modern individual faces a large number of difficult life situations that change the usual mechanisms of personal functioning in society. Loss of employment is one of these difficult life situations. Unemployment has a negative impact on the physical and mental health of the individual, on interpersonal and family relations, leads to the change of constructive behaviours into destructive ones, as well as to the deterioration of the individual's material, social and professional status. Therefore, there is a clear need to develop ways to overcome the current difficulties, the implementation of which requires both serious theoretical





work and significant practical efforts aimed at normalising the social functioning of the citizen.

The severity of the socio-economic situation in which the unemployed find themselves is obvious. For when a person loses his job, he loses his usual way of life, the source of inner satisfaction, the rhythm of life is disrupted, and there is a breakdown in everyday social ties. For the unemployed, the inability to quickly adapt to the changing situation in the labour market and the unpreparedness to find a new job are strong stress factors [15].

One of the important indicators that characterise a labour market actor is his or her gender. The relevance of the gender approach in social work with unemployed citizens is due to the fact that society officially recognizes gender equality, but in practice there is a transformation of gender-neutral roles into gender marked ones, the formation of gender stereotypes continues. The fact that women and men are in demand in different spheres of production in different proportions and have unequal chances in employment and career advancement is explained not so much by their biologically determined differences, as by socio-cultural norms that have deep historical roots. On the one hand, it must be acknowledged that modern society has undergone revolutionary changes in the content and conditions of many areas of working life. Also, existing gender equality policies in developed countries should help to reduce gender stereotypes and discrimination in employment [6].

We believe that the analysis of gender differences in the study of the features of social adaptation of the unemployed will allow us to consider social-psychological causes of problems in a more differentiated way, as well as to suggest targeted ways to solve them. The gender approach to the analysis of employment implies consideration of both objective (age, profession, social and family status) and subjective (needs, interests, role expectations) characteristics. At the same time, the most important subjective characteristic of social status - social expectations of oneself and others - is often closely linked to gender stereotypes. In particular, one of the widespread stereotypes, which affects self-realization in various activities, determines the desire of women for approval of their activities and behavior by men, while men are oriented towards approval of individuals of their own sex. The persistence of this stereotype explains the gender difference in self-actualization attitudes [7].

According to traditional perceptions, men are expected to achieve achievements in professional activities that guarantee them not only an income, but also a certain social status. Women's main purpose is still child-rearing and housekeeping. In our country, working women do not relinquish these responsibilities and are willing to combine both roles: family and professional. At the same time, patterns of gender and



professional roles often overlap, which further strengthens the stereotypes of women as a secondary workforce [1].

These stereotypes, in our opinion, are reflected in the assessment of the positive effects of unemployment that determine the adaptive potential of an individual, which are ranked as follows: 1) increased amount of free time; 2) unemployment benefit, which is more important for women than for men; 3) opportunity to pay more attention to family and children (women 4 times more often than men indicate this positive side of unemployment); 4) opportunity to assess their strength and abilities, to look at themselves in a new way (more often indicated by men compared to women); 5) opportunity to rest, more important for women than for men; 6) feeling of freedom, new opportunities and prospects; 7) opportunity to study and retraining [8].

The problem of unemployment is one of the most important social problems of modern society. As shown in the works of foreign and domestic scientists, unemployment entails many negative consequences related to physical and mental health, psychological and material well-being, ensuring the normal functioning of the subject in society, as well as the level of their personal and professional development. In addition, the situation of the unemployed is complicated by the current situation on the labour market, which is caused by the economic crisis. The requirements for professionals, their educational level, qualifications, professional mobility and competitiveness of workers have now changed. This situation makes it difficult for people who have lost their jobs to find employment. This creates an acute need for psychological support for the unemployed, teaching optimal and correcting suboptimal ways of coping with the unemployment crisis [14].

Studying the personality traits of the unemployed is a prerequisite for determining the grounds for developing such programmes. The institutional approach to the problem relates the psychological content of unemployment to the peculiarities of the institution of employment, emphasising the dependence of the individual on the characteristics of this institution and the need to belong to it. The cognitive-motivational approach views the unemployed as an evaluating, interpreting, acting subject who chooses certain behavioural strategies in a difficult life situation. The biographical approach concentrates on the study of career. This approach, according to A.N.Demin, “is a prerequisite for focused research on unemployment rather than an established tradition in this subject area” [9].

Representatives of the biographical approach point out that unemployment is an integral part of a person’s career and life path. The peculiarity of research on personal and biographical preconditions and consequences of unstable careers and





unemployment is the identification of risk factors. Thus, the research of G.Elder and colleagues showed that the risk factors of economic deprivation, including due to job loss, are irritability and emotional instability, which was combined with conflicts in family relationships and a negative style of child-parent relationships. According to A. Kaspi, people with an irritable temperament had a lower occupational status, and were more likely to change jobs and remain unemployed. According to Finnish psychologists, career instability (unemployment, frequent job changes) is associated with factors such as high anxiety, mental lability, low conscientiousness, neuroticism and poor school performance. In this area it was found that risk factors of unstable career and unemployment interact with each other and provoke the occurrence of certain events, which in general can have a negative impact on personal, social and professional development [13].

A.K.Osnitsky and T.S.Chuikova present the results of a study by K.Lean and D.Feldman on the influence of personality traits on exit strategies from a crisis situation related to job loss. For unemployed people experiencing job loss differently, they compare three individual characteristics: locus of control, personality type A versus type B and self-esteem. The most active behaviours to change their unemployment situation were observed in Type A. Personality type A is aggressive (such people tend to oppose themselves to others in pursuit of what they want). In a situation with many obstacles Type A strains to overcome them, not retreating under any circumstances. Personality type B is less sensitive to difficult circumstances and tends not to let things get in the way. Type A is most characterised by coping behaviour. The authors noted that locus of control plays a small role in the development of behavioural strategies. Unemployed people with low self-esteem were, according to the authors, less likely to use proactive behaviour when trying to find a new job [10].

The results of this study, as A.K.Osnitsky and T.S.Chuikova point out, orient researchers to further search for a connection between activity in coping with the situation of job loss and other characteristics. In the authors' opinion, coping mechanisms in a difficult situation are largely determined by personal experience of coping with life's difficulties when dealing with a variety of tasks. In order to describe individual coping strategies in the situation of job loss, to give them an explanation, A.K.Osnitsky and T.S.Chuikova turn to analysis of the person's experience of subjective activity and to analysis of his or her personal and activity based conscious selfregulation.

As one accumulates experience of regulation in different kinds of activity and in different aspects of the same activity, a person develops a special property,





subjectivity, as a specific organization of the psyche. Subjectivity promotes an active, conscious and purposeful implementation of accumulated experience in solving life activity problems. According to the authors, the individual characteristics of the experience of subjective activity and its components, the measure of their coherence, the regulatory skills formed in this experience, become the main determinants of the success of coping with various life difficulties, including the loss of a job.

Thus, according to A.K.Osnitsky and T.S.Chuikova [11], the peculiarities of resolving a situation of job loss are connected with individual characteristics of a person determined to a great extent by the accumulated experience of subjective activity: experience of conscious self-regulation of one's behavior, experience of making independent decisions and actions. Individual differences of unemployed people in overcoming difficult situations, based on the differences in the formation of individual components of the experience of subjective activity, determine the dynamics and content of search activity. The higher the indicators of formation of value, reflexive, operational and communicative components of the experience of subjective activity, the more effective the search. Thus, the studies of foreign and domestic authors noted individual personal properties of the unemployed. However, a large set of personality traits remains understudied. In addition, there is no clear theoretical justification for the choice of certain qualities of the unemployed to be studied [12].

In our opinion, the qualities of the subject should be considered as the main personality traits that have the most important influence on the psychological state and professional development of the personality. The analysis of scientific literature on the problem of the subject's qualities showed that they include attitude to oneself, responsibility, reflexivity, as well as the ability to effectively self-regulate one's activity and behavior.

Table – 1 Levels of self-relational characteristics in the unemployed

No	Name of the self-attitude component of the unemployed	Unemployed people with a high level of the self-attitude component (%)	Unemployed with a medium level of the self-attitude component (%)	Unemployed people with low self-attitude (%)
1	Closed-mindedness	13%	73%	14%
2	Self-confidence	30%	49%	21%
3	Self-leadership	38%	44%	14%
4	Reflected self-esteem	23,7%	75,6%	0,7%
5	Self-esteem	24,1%	70,5%	5,4%
6	Self-acceptance	27,1 %	71,5 %	1,4 %
7	Self-affection	27%	56%	17%
8	Internal conflictedness	14%	81%	5%
9	Self-blaming	14,5%	79,2%	6,3%



According to the results of the research, most of the unemployed people are selective in their attitude, they overcome some types of psychological protection when updating others, they maintain their ability to work, they believe in themselves, control the situation and manage situations under normal conditions, but when difficulties arise and in critical situations, their self-confidence decreases. anxiety, worry and the ability to regulate the “I” decreases. Also, most of the research participants believe that the positive attitude of others applies only to certain qualities and actions, and other personal manifestations cause anger and rejection among others. Most unemployed people value some of their qualities highly, but may ignore other personal characteristics, but a person does not accept all his qualities and criticizes all the shortcomings, and also seeks to change only some of his qualities, finding himself guilty, cases of blaming others as “the motivator of unemployment” can be observed in interpersonal relations.

Table – 2 Levels of voluntary activity management characteristics in the unemployed

Nº		Number of unemployed with a high level of self-regulation component (%)	Number of unemployed with an average level of self-regulation component (%)	Number of unemployed with a low level of self-regulation component (%)
1	General level of self-regulation	22,7%	52,7%	24,6%
2	Planning	0%	42,5%	57,5%
3	Modelling	7,7%	57,0%	35,3%
4	Programming	8,7%	54,6%	36,7%
5	Evaluation of results	1,9%	59,4%	38,6%
6	Flexibility	0,5%	36,7%	62,8%
7	Autonomy	0%	35,3%	64,7%

It turned out that indicators of the general level of self-management in voluntary activities, as well as components of self-regulation, such as modeling, programming and evaluation of activity results, are in the zone of average values for most unemployed people. Most of the test takers have a low level of expression of components of the self-management process, such as planning, as well as personal-regulatory characteristics, such as flexibility and independence. At the same time, not a single participant in the study is distinguished by a high level of programming, as well as independence. Thus, most of the unemployed are characterized by a low need for activity planning, their activity plans and behavior change frequently, and activity goals are rarely achieved. Such people are characterized by a low ability to independently promote activity and behavioral goals. In addition, most of the unemployed feel insecure in changing working conditions, changes in life,



environment and lifestyle. They are also characterized by a low ability to respond to the situation, to plan activities and actions quickly and on time, to highlight important conditions, and to adjust their plans, activities and actions. In addition, most of the subjects depend on the opinion of others, often and uncritically follow other people's advice, feel the need for help in regulating activities and behavior.

Most of the unemployed are bilateral (ambinal), that is, they have no clear direction of subjective control. Also, most of the test subjects are characterized by an average level of reflexivity, that is, they have an average tendency to analyze their actions in the past, present and future.

References:

1. Абульханова КА. Принцип субъекта в отечественной психологии // Психология. Журнал Высшей школы экономики. - 2005. - Т. 2. - № 4. - С. 3-21.
2. Алексеева Л.В. Психология субъекта и субъекта преступления: монография. - Тюмень, 2004. - 520 с.
3. Дементий Л.И. Теоретические основания и диагностика ответственности и локуса контроля: учебно-методическое пособие. - Омск, 2001. - 72 с.
4. Дёмин А.Н. Теоретические подходы к проблеме безработицы в зарубежной психологии // Психологический журнал. - 2005. - Т. 26. - № 4. - С. 20-29.
5. Знаков В.В. Самопонимание субъекта как когнитивная и экзистенциальная проблема // Психологический журнал. - 2005. - Т. 26. - № 1. - С. 18-28.
6. Карпов А.В. Рефлексивность как психическое свойство и методика ее диагностики // Психологический журнал. - 2003. - Т. 24. - № 5. - С. 45-57.
7. Конопкин О.А. Структурно-функциональный и содержательно-психологический аспекты осознанной саморегуляции // Психология. Журнал Высшей школы экономики. - 2005. - Т. 2. - № 1. - С. 27-42.
8. Моросанова В.И., Коноз Е.М. Стилевая саморегуляция поведения человека // Вопросы психологии. - 2000. - № 2. - С. 118-127.
9. Осипова А.А. Справочник психолога по работе в кризисных ситуациях / А.А. Осипова. -2-е изд. -Ростов н/Д: Феникс, 2006. - 315 с.
10. Осницкий А.К., Чуйкова Т.С. Саморегуляция активности субъекта в ситуации потери работы // Вопросы психологии. - 1999. - № 1. - С. 92-104.
11. Уваров Е.А. Субъектная активность как ведущий фактор саморазвития человека // Журнал прикладной психологии. - 2005. - № 1. - С. 2-21.
12. Кремень Ф.М. Влияние гендерных стереотипов на профессиональную ментальность / Социально-психологические проблемы ментальности/менталитета: материалы 9 Международной научно-





практической конференции / Смоленский государственный университет. Смоленск: СмолГУ – Смоленск, 2010. - С. 375-378.

13. Глуханюк, Н. С. Психология безработицы: введение в проблему / Н. С. Глуханюк, А. И. Колобкова, А. А. Печеркина. – М.: Мос. психол.-соц. ин-т, 2003. – 84 с.

14. Балабанова, Е. С. Гендерные различия стратегий совладания с жизненными трудностями / Е. С. Балабанова // Социологические исследования. – 2002. – №11. – С.26-36.

15. Кремень С.А. Необходимость преодоления гендерных стереотипов в процессе педагогической подготовки / Социально-педагогические проблемы развития школы в новых экономических условиях: Сборник материалов научно-практической конференции, посвященной памяти Д.М. Гришина. Выпуск 2. –Калуга: КГПУ им К.Э. Циолковского, 2002. – С. 76-77.

