

UDC 159.9 : 316.62
doi: 10.15330/jpnu.4.1.34-41

PROFESSIONAL MOBILITY OF STUDENT'S YOUTH

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Abstract. The problem is in the sense of professional mobility not only as a process of retraining or adaptation to the profession, as well as continuous personal self-development, transition to another stage career and the acquisition of new social and psychological competences. We considered professional mobility as the foundation a basis of effective response of the personality to the "call" of modern society, the peculiar personal resource which is the cornerstone of effective transformation of public environment and itself in it; the system multilevel phenomenon that requires the integrated, cross-disciplinary approach to the research; internal (motivational and intellectual and strong-willed) potential of the personality, the cornerstone of flexible orientation and activity reaction in dynamic social and professional conditions according to own living positions; provides readiness for changes and realization of this readiness in the activity (readiness of the personality for modern life with his multidimensional factors of the choice) determines professional activity, subjectivity, the creative relation to professional activity, personal development, promotes the effective solution of professional problems. In professional mobility of young students it is important to consider the socio-economic aspects.

Keywords: individual, professional mobility, support of productive professional mobility.

1. INTRODUCTION

The intensity and dynamics of the changes, covering all the areas of human activity, cause the transformation of its mental models in the 21st century. On the one hand, this is the idea of interaction with the world, about itself and its activity in it, on the another hand - new requirements to the personality among which is the ability to adapt to the changing conditions easily, interact with various systems and subjects flexibly, make non-standard decisions, be ready to deepen own knowledge, that means to be mobile. The speed of updating the equipment and development of modern technologies permanently change the quality and conditions of the professional activity so that the person is forced to master new ways and kinds of activity repeatedly, to increase the level of his or her qualification or even to change the place of work or a profession. So, public requirements of practice to the modern professional arise especially sharply.

Therefore, in the conditions of labour market the objective need of person's readiness formation to make a possible choice of a new profession has appeared. Dynamic changes happening in the system of the professional education cause increased requirements to the professional's personal qualities. Despite the growing public interest in the problem of the professional mobility, scientific developments

of this phenomenon are fragmentary, and the psychological basis of professional mobility remains out of researchers' sight. There is an important question of the manifestation of the social and psychological conditions and factors providing professional mobility of the personality and the achievement of his or her professional career.

2. DESCRIPTION AND ANALYSIS

2.1. PROFESSIONAL MOBILITY IN THE STUDENTS' SURROUNDING: SOCIAL AND PSYCHOLOGICAL ASPECT

The problem consists in the understanding of the professional mobility not only as a process of retraining or adaptation in a profession but as personal permanent self-development, the transition to the other stage of the professional career and the obtaining new social and psychological competence[6; 7; 8].

The traditional ideas of the stratification of the Ukrainian society have failed either in theoretical or in practical terms, which led to mass migration of the working population, the emergence of new transitional social and psychological personality types; the youth unavailability to counteract the vital factors; the complexity of current social and psychological adaptation of the young man in the changing conditions; stereotyping and stiffness of the middle-aged people to innovate; the lack of mechanisms of social and psychological assistance to various segments of the population.

The second manifestation of social instability at the macrolevel is sharp strengthening of social stratification, distribution of various social groups by two main criteria - an ethnic origin and material security. At the level of public consciousness this stratification is subjectively endured as crisis of social values and ideals, in particular ideals of the fair social system.

At the social and psychological levels, that is at the group level, the transformation is defined. Firstly, it is by the growth of uncertain social situations in which specific social group does not have social instructions concerning the purpose and result of its activity; secondly, the change of social reality is followed by the emergence of new social roles, new types of social activity. These objective circumstances are an emergence condition at the level of group consciousness of new norms which hadn't been earlier. The complexity for the modern person consists in the need of choice, orientation in the system of simultaneous existence of many layers of values, any of which doesn't represent accurately structured standard model, complicates a situation of the social choice and adoption of social norms, and eventually complicates socialization process in general.

The third one - the personal level of social transformation consideration is a consideration from the point of view of changes which happen in the personality himself under the influence of instability. Generally the following symptoms are urgent: anxiety, the emergence of specific protection, specific measures which cause social neurosis.

In the conditions of social life they tell about the destabilization of social life and valuable and standard crisis of our society in the conditions of its transformation. The crisis consists not so much in lack of social norms and values but in their inconsistency, dualism. Under the conditions of rapid changes the requirements to the subject of socialization on formation of new models of social behavior in the changing conditions raise. Such situation demands simultaneous detection of two opposite social and psychological features - social lability that provides adaptation of the personality to the changing environment and the developed personal identity which is a support for his or her self-determination. Rapid social changes don't give the analogy for reproduction to the person that puts the personality in choice conditions.

From the point of view of psychological science the following problems arise urgent:

- the ratio of the social environment macro - and microlevels influences on the course and the nature of socialization process;

- the expediency of attraction ways, factors and agents of socialization to create high personal tolerance to the uncertainty and such features as ability to be guided in the situation of uncertainty.

The disclosure of social and psychological structure of the personality, his or her way of life, the mobility in the system of public relations allows us to see the principles on the basis of which these or those personal characteristics are formed, to diagnose social and psychological properties of the personality and to influence them. Thus, the understanding of the personality formation in society is impossible without the public relations today, out of interaction, communication and activity which active subject is the personality.

Social psychologists are mainly interested in the mobility from the positions of communication, the relations and interactions developing between social and other group, from the positions of the individuals belonging to various spheres of communication. Their attention is focused on the mechanisms of actions between groups and within groups. After all personality types that are influenced by the interests, needs, values, motivations have a significant impact on the individual mobility. The researches that allow to study the mechanism of formation, the changes of social status and belonging to a certain social group (including informal) are obligatory in the system of social mobility consideration.

So, mobility as a phenomenon is shown in various social spheres of the person's activity. The processes which induce the person to social movements are interdependent both by the activity of the personality, and influence of the society on vital personal choice.

The analysis of social mobility problem generates a number of important and unsolved problems in modern science, namely: the processes of adaptation of the individual or group of people in crisis conditions; specifics of social identity in the course of status and role positions change; factors of achievement of successful career development; acquisitions of new psychological qualities; the accounting of factors of psychophysiological compatibility at integration into new society; domination of motivation of achievement at vertical mobility; findings of psychological mechanisms of social mobility; the researches of positive and negative mobility indicators and ways of its prevention; the features of the development of psychological readiness for doing new type of activity.

At the same time it is necessary to recognize that there is no complex substantial analysis of psychology professional mobility in researches. Thus, the contradiction between a high social demand of the personality's adaptation resource growth in the conditions of the market relations is stated, on the one hand, and the limitation of scientific search in the research of the personality's professional mobility phenomenon that is one of the significant mechanisms of psychological adaptation of the subject, – on the other hand.

The carried-out theoretical analysis of the main scientific approaches to the studied problem has allowed to consider professional mobility as:

- a basis of effective response of the personality to "call" of modern society, the peculiar personal resource which is the cornerstone of effective transformation of public environment and itself in it;
- the system multilevel phenomenon that requires the integrated, cross-disciplinary approach to the research;
- internal (motivational and intellectual and strong-willed) potential of the personality, the cornerstone of flexible orientation and activity reaction in dynamic social and professional conditions according to own living positions; provides readiness for changes and realization of this readiness in the activity (readiness of the personality for modern life with his multidimensional factors of the choice) determines professional activity, subjectivity, the creative relation to professional activity, personal development, promotes the effective solution of professional problems [8].

Therefore, in our opinion, the basis of the personality's professional mobility is professional training of the specialist, and result is the acme of the professional activity. The indicators of the professional mobility formation is adaptedness, creativity, the positive orientation of the professional "I-concept", social and psychological competence, professional competence, social and psychological interaction, resilience, assertive behavior. The destructive consequences of professional mobility are the

following: disadaptation, marginality, manipulative and dependent behavior, commitment to the organizational surrounding, lack of internal freedom of choice, formal change of professional status, the lack of scale in thinking, rapid emotional burning out and deformation. The satisfaction with the sense of the professional activity penetrates professional mobility of the personality.

The carried-out theoretical and methodological analysis of the main scientific approaches to the personality's professional mobility problem has allowed to consider it as an integrative feature of the expert, internal (motivational and intellectual and strong-willed) potential of the personality which is the cornerstone of flexible orientation and activity reaction in dynamic social and professional conditions according to own living positions; provides readiness for changes and realization of this readiness in its activity; determines professional activity, subjectivity, the creative attitude to the profession and personal development that promotes the effective solution of the professional problems.

We defined that professional mobility is a hard-organized construct in the structure of the personality's psychological profile which is shown in the course of the professional career, and is inseparable from the social and cultural environment of the professional activity and professional interaction. We found out that professional mobility is social by nature. It exists only in social systems, and its formation / not formation depends on that social and educational surrounding in which the professional specialist's personality formation is going on. This is a system multilevel phenomenon that demands an integrated, cross-disciplinary approach to its study.

2.2 SOCIO-ECONOMIC ASPECT OF STUDENTS' OCCUPATIONAL MOBILITY

The concept of occupational mobility is formulated in different ways in the literature. According to Wikipedia: "*Occupational mobility* - the employees' ability to adapt to the labour market requirements by means of willingness to change jobs, profession, to improve and broaden their professional qualifications, as well as to adapt to the employer's statutory requirements" [5]. This mobility may indicate the need to work in another place, which means the need to change location within the country in which the person resides or beyond its borders - emigration in search of work.

Students' occupational mobility is a special form of movement of in the course of studies with the aim of obtaining a work contract, a periodic or permanent employment now or in the future. It applies to the students, who:

- are not yet professionally active, that is, they are full-time daily students, who are not employed on a permanent basis;
- are already professionally active – they are extramural students, who are already employed on a permanent basis on the basis of a work contract;
- work periodically or on the basis of commission contract or contract for specific work, – their studies may be open, mobile, stationary and non-stationary.

Occupational mobility of students is closely linked to the **academic mobility**, which boils down to continuing studies at another university in the country and abroad, and the recognition of grades obtained in the course of study and diplomas obtained in the country and abroad. Academic mobility becomes an *ex ante* condition for the occupational mobility of graduates of higher education, which appears *ex post* after graduating from 1st, 2nd or 3rd degree studies and obtaining a relevant diploma. Students' concern about occupational mobility may also occur in the course of studies. Some students in Poland work in the summer or attend additional professional training during the academic year, which is not covered by the curriculum in the country or abroad, to gain practical skills needed to take up employment after graduation. In the US, after completing their 1st degree studies, students start a permanent employment to gain practical competences and gather the resources needed to finance their II degree studies. In Poland, the studies divided into two parts, for various reasons, are not as popular as they are in the United States. One of the reasons is the feeling of being attached to the single-stage MA studies and treating the 1st degree studies as vocational, a kind of a mid-step in higher education and as less important than academic MA studies. This, of course, is a misconception, but it is partly justified due to the defects the 1st degree studies.

A concern for occupational mobility of students should focus on the issues related to the time before they start their 1st degree studies. Candidates for students, before starting their I or II degree studies, should continuously monitor changes in the labour market in the country and abroad and get an idea of what professional competences the employees are looking for in an employer at the moment, and what skills and knowledge the employees will need to have 5, 10 or 15 years from now! At the same time they must keep in mind that the labour market will force the employees and job seekers to continue developing their qualifications, expand their knowledge, skills and competence, until the end of their professional activity. Young people, beginning their studies, should be available, creative and independent (not counting on others) with regards to the requirements of the labour market in order to secure the economic basis of existence and self-development and to found a family.

In the contemporary world future and present employees must accept and take part in continuing education from birth until their death. "Lifelong learning means that people get two or three specialties are more flexible in terms of their qualifications, their occupational mobility and their ease of retraining increase. Thus, they have a much better chance to stay active in the labour market. The higher the occupational mobility of the workforce, the faster the adjustment process between labour supply and labour demand, which in turn affects the reduction of structural unemployment" [1]. In conditions of economic fluctuations in the market, having several professions and skills documented and certified provides the employees with continuous employment and protects them against unemployment.

Even when not yet employed, attending school, preparing for studies, one has to keep in mind that occupational mobility is the employees' ability to adapt the requirements of the labour market by means of : willingness to change jobs and profession, improvement and development of professional qualifications and adaptation to the statutory requirements of the employer [5]. This mobility is closely related to the laws, both domestic and those applicable in the European Union, socio-economic categories and phenomena, as well as the principles and laws of economic functioning of the market economy.

The main factors, causing occupational mobility, which are independent of the student – a future employee, may include:

- economic laws of the market economy involving the free competition and the functioning of the market mechanism regulating the balance of the labour market in the country, in Europe and worldwide;
- unemployment - the advantage of supply over demand in the labour market in a market economy; which creates a reserve labour army, a guardian of the growth in labour productivity;
- development of new technologies and the progress of technical and organizational conditions the growth of social labour productivity and economic growth measured by GDP per capita, which are the main sources of raising economic quality of life;
- labour law, applicable in the country and the norms of international law relating to employment and salary;
- European Union law concerning the mobility of students and university staff and the findings in this respect within the so-called Bologna process and the creation of the European Higher Education Area.

Their occupational mobility is also influenced by factors that are dependent on the students. These factors include: the desire for social, professional and profit-making advancement, starting a family, the need for a change of a place of residence, resulting from family reasons or related to health issues, etc. These factors are largely student-dependent and affecting students' occupational mobility. They include starting and graduating from mobile studies or postgraduate studies., participation in internships or vocational practice, as well as participation in domestic and foreign programs (including the European Union), which allow: obtaining new qualifications or increasing the qualifications obtained previously (e.g. language skills), etc.

In addition, students can in the course of their studies take on a short-term seasonal employment or benefit from the new offer in the labour market within the framework of the so-called "economy on-demand".

The student-to-be, a job-seeking graduate and the employee who found employment – they all must remember about these determinants of labour mobility.

Mobile studies – it is a modern form of studies implemented using the latest information and communication technology in AFiB Vistula. Mobile studies perfectly prepare students for professional work as they reflect its character in the best way – according to a survey carried out on behalf of the Ministry of Labour and Social Policy. Mobile studies graduates will receive exactly the same diplomas as other extramural students. The main difference lies in the organization of studies - 60% of the classes take place remotely, 40% – at the university [3]. Mobile studies include:

- sessions with materials for self-study, compiled by the E-learning Department on the basis of materials provided by the lecturer,
- sessions conducted live, via a webcam
- classes held on campus, held at the beginning and at the end of the semester during weekend meetings.

Since its creation the European Foundation for Education and Development has been promoting good practice in vocational training programs of young people and adults. We provide comprehensive organization of internships abroad and help in the implementation of the mobility abroad. The European Foundation for Education and Development helps in case of: [2]

- applying for funds (consulting, preparation of the application for funding of activities);
- implementation of the mobility (documentation, participants' preparation for departure, transport, organization of practices in the place of destination, organization of free-time, relevant documentation of activities – photos, social media, practice diary, exams, etc.).
- popularization of results and preparation of a statement of operations (Final Report).

The concept of the economy on-demand is becoming more and more popular in the US and Western media and is associated with the growth of the importance of the Internet. Economy on-demand is widely perceived in the whole world in the process of offering and looking for a job, for today, casual – periodic and constant – permanent. Among the more and more diversified economic activities of organizations operating on the Internet, one can also find companies that provide products or services at the moment of customer's demand. "Services within the framework of the so-called *On-demand Economy* directly influence contemporary enterprises and alter the career structures, as it was understood until now. Will freelancers, available when requested, by means using websites and web applications, replace the full-time employees in the labour market? / ... / This is the principle used by Uber, the creator of a mobile application, used to procure transport services by associating passengers, who use the application with drivers, who cooperate with Uber. Another company, Airbnb, provides a platform where individuals rent their homes to tourists (e.g. in the absence of the owners), but they do not really run a hotel. Handy, operating primarily in the United States, offers the services of self-employed cleaners who are available only when the customer makes such a request. All these, and many other services available within economy on-demand now directly affect the labour market" [4].

Students' participation in the developing construction process of the new shape of the labour market, manifested in the form of economy on-demand, is significant and therefore provides university students with an opportunity to simultaneously gain income, allowing to cover partial costs of studies, which provide knowledge. They are also able to learn practical skills necessary to find permanent, full-time employment. In total, students at daily studies simultaneously gain knowledge, skills and competences, and combine the occupational mobility with the academic mobility, as well as earn a living.

Academic mobility of students is associated with the decision to leave for another university for a certain period of time and the adjustment (subordination) to the new requirements and circumstances of higher education. As a result, the person develops openness to other cultures, tolerance and readiness for cross-border mobility. Mobility also helps to improve language skills. "So far the form of mobility that was more often chosen by students was the possible horizontal mobility, thanks to numerous programs, funded by the European Commission, supporting the mobility of students. The most popular program of student exchange is the ERASMUS programme, which is now included in the

integrated Life Long Learning Programme). Lately, the vertical mobility has also been gaining popularity. It is mobility, within which the student decides to implement a whole series of studies (e.g. II degree studies) at the foreign university, often in a similar field of study or a different one. This solution promotes the differentiation of graduates' qualifications and thus a better adjustment to the needs of the labour market. Both types of student mobility complement each other, allowing the students to decide on the length of studies completed outside the home university in the framework of horizontal mobility, while, at the same time, not blocking the benefits of the vertical mobility offer" [1].

3. CONCLUSIONS

The principles of the concept of social and psychological bases of the professional mobility of the personality are: the principle of equivalence which means that the process of the professional mobility includes complete system of the social and professional relations at which both surrounding and personality change and they take part in designing of their own professional way. The principle of dynamism considers professional mobility as the stage-by-stage prolonged process with the formation of the corresponding new growths at each stage. The principle of the differentiated prediction consists in the determination of substantial and formal aspects of the formation of productive professional mobility according to the level of adaptation of the personality in the profession, social status, the feeling of belonging to the professional community, the emotional saturation and durability of the professional contacts. The principle of prospect consists in the making of a positive professional picture of the future for the personality according to the permanent updating of life context.

Academic mobility allows students to increase the flexibility of their studies, to diversify the graduates' competences, to acquire communications skills in foreign languages, and to work in a culturally different team of employees. In total, academic mobility strengthens the occupational mobility of graduates, which will provide result after they have completed their studies and started a permanent job in the country or abroad. This organic bond between the academic and occupational mobility amongst students is now, when the market economy is based on knowledge, very important, significant source of a professional career of the young man, a hardworking, creative, and committed employee.

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Received: 10.02.2017; **revised:** 25.04.2017.

Пілецька Любомира, Вавак Тадеуш. Професійна мобільність студентської молоді. *Журнал Прикарпатського університету імені Василя Стефаника*, 4 (1) (2017), 34–41.

У статті висвітлено проблему розуміння професійної мобільності не тільки як процесу перекваліфікації чи адаптації в професії, а як особистісного безперервного саморозвитку, переходу на іншу стадію професійної кар'єри і набуття нової соціально-психологічної компетентності. Обґрунтовано професійну мобільність як: підґрунтя ефективного реагування особистості на "виклик" сучасного суспільства, своєрідний особистісний ресурс, що лежить в основі дієвого перетворення суспільного довкілля і самого себе в ньому; системне багаторівневе явище, що вимагає інтегрованого, міждисциплінарного підходу щодо дослідження; внутрішній (мотиваційно-інтелектуально-вольовий) потенціал особистості, що лежить в основі гнучкої орієнтації і діяльнісного реагування в динамічних соціальних і професійних умовах відповідно до власних життєвих позицій; забезпечує готовність до змін і реалізацію цієї готовності у своїй життєдіяльності (готовність особистості до сучасного життя з його багатоаспектними чинниками вибору); детермінує професійну активність, суб'єктивність, творче ставлення до професійної діяльності, особистісного розвитку, що сприяє ефективному розв'язанню фахових проблем. Наголошено на потребі врахування соціально-економічних аспектів у професійній мобільності студентської молоді.

Ключові слова: індивідуальність, професійна мобільність, супровід продуктивної професійної мобільності.