

Olha Palamarchuk

Vinnitsia Mykhailo Kotsiubynskyi State Pedagogical University,
Doctor of Psychological Sciences, associate professor(Ukraine)
olgapalamarcuk42@gmail.com
[https:// orcid id: 0000-0002-6783-8380](https://orcid.org/0000-0002-6783-8380)

Irina Gaba

Vinnitsia Mykhailo Kotsiubynskyi State Pedagogical University,
Associate Professor (Ukraine)
gabaira@ukr.net
[https:// orcid id: 0000-0003-4606-4504](https://orcid.org/0000-0003-4606-4504)

**PSYCHOLOGICAL RESISTANCE AS A COMPONENT OF THE PROFESSIONAL
INTEGRATION OF THE PERSONALITY IN THE CONDITIONS OF MODERN
CHALLENGES**

У статті досліджується критична роль психологічної стійкості у професійній інтеграції особистості в умовах сучасних викликів. Основна увага приділяється розумінню того, як психологічна стійкість впливає на професійну інтеграцію в непевні часи.

Глобальні виклики сучасності характеризуються розбіжностями, дисбалансом, зростаючими ризиками хаосу та загрозами загальній безпеці, що контрастує з потребою в інтеграції, зв'язках, узгодженості та порядку. В умовах економічної нестабільності, геополітичних конфліктів, значного стресу, інформаційного перевантаження, фізичної та розумової втоми, зміни способу життя професійна інтеграція набуває вирішального значення для забезпечення стабільності, самореалізації та психологічного благополуччя.

Професійна інтеграція - це процес, який об'єднує навички, знання, цінності та досвід людини для досягнення успіху в професійній діяльності. Вона пов'язана з професійним статусом, який відображає позицію людини в професійній структурі, впливає на її економічне становище та роль, яку вона відіграє в системі професійних відносин.

Сучасна професійна інтеграція виходить за межі конкретної професійної діяльності. Вона передбачає планування всього кар'єрного шляху фахівця, де психологічна стійкість є ключовим аспектом. Психологічна стійкість, що характеризується врівноваженістю та резистентністю, дозволяє особистості протистояти життєвим викликам, несприятливим обставинам, зберігати фізичне і психічне здоров'я та працездатність під час професійної інтеграції.

Ключові слова: ситуація невизначеності, особистість, професійна інтеграція, психологічна стійкість, професійна діяльність.

The article explores the critical role of psychological stability in an individual's professional integration amidst modern challenges. The focus is on understanding how psychological stability influences professional integration during uncertain times.

Global challenges of our time are dominated by disagreement, imbalance, and increasing risks of chaos and threats to overall security, contrasting with the need for integration, connectivity, coherence, and order. Amidst economic instability, geopolitical conflicts, significant stress, information overload, physical and mental fatigue, and lifestyle changes, professional integration becomes crucial for ensuring stability, self-realization, and psychological well-being.

Professional integration is a process that combines a person's skills, knowledge, values, and experiences to succeed in their professional activities. It ties to professional status, which reflects an individual's position in the professional structure, impacting their economic situation and the role they play within the professional relations system.

Modern professional integration extends beyond specific professional activities. It involves planning a specialist's entire career path, where psychological stability is a key aspect. Psychological

stability, characterized by balance and resistance, allows an individual to withstand life's challenges, adverse circumstances, and maintain physical and mental health and work capacity during professional integration.

Key words: situation of uncertainty, personality, professional integration, psychological stability, professional activity.

Formulation of the problem. Modern challenges have made human activities in all key areas fraught with tension, uncertainty, unpredictability, and social and psychological discomfort. This has led to a rise in risk and negative consequences associated with these activities. Previously established mechanisms for maintaining stability are being undermined. People increasingly expect chaotic, uncontrolled development of events and social conflicts. There is a growing sense of disconnection, disagreement, and imbalance, which poses a global challenge to modern civilization.

One of the most pressing issues in these challenging times is employment. The constantly evolving labor market is a reality of modern social relations. Today, specialists face intense competition. Changes in social, economic, and political spheres have led to a decline in the perceived value of work, resulting in social pessimism and a loss of faith that work can be interesting and fairly compensated.

In this context of economic instability and geopolitical conflicts, professional integration plays a critical role in ensuring stability, self-realization, and psychological well-being. It allows individuals to secure necessary resources, build social connections, maintain mental and psychological health, and pursue their interests through professional activity. In essence, research on professional integration helps us understand how people adapt to work environments, achieve career success, and maintain their mental and emotional well-being.

The purpose of the article is to study the critical role of psychological resilience in the professional integration of an individual in the context of modern challenges.

Outline of the main material. The study of professional integration is gaining special relevance in the research of modern psychologists. The concept of "professional integration" should be considered in managerial, social and psychological paradigms. This indicates the multifaceted nature of the phenomenon of professional integration. The semantic content of the concept reflects the process by which a person successfully influences his career and integrates into his chosen professional activity. This means that she knows how to use her knowledge, skills and experience to achieve professional goals, as well as adapt to the demands and challenges of the work environment. Professional integration can also include aspects of social interaction and adaptation to corporate culture and professional standards. It is a key element of a successful career and personal satisfaction at work.

Analysis of recent research and publications. It is worth noting that domestic psychology avoided the study of professional integration for a long time due to the fact that the emphasis on a person's choice of a profession and personal and professional development in it was shifted towards external factors, that is, social necessity. At the initial stage of the study of professional integration, a significant achievement of scientists was the clarification of the mutual conditioning of personal and professional components (O. Bodalov, E. Klimov, A. Markova). With the beginning of the economic crisis in the 1990s, the psychological consequences of job loss and the search for another became the focus of attention (H. Boyko, T. Chuikova); descriptions of designing new career types (E. Mogilovkin, O. Moll) and consulting focused on the domestic organizational environment (L. Karamushka).

The problem of professional integration became more acute in the 20th century, when self-determination in the context of unlimited opportunities became especially important. External and internal factors of entry into the profession were investigated (O. Bogatyreva, V. Zhovner, O. Kokun); problems of crisis and destructive professional changes (Zh. Virna, E. Zeyer, V. Kyrychenko); aspects of professional mobility (L. Piletska, O. Simonchuk). Consequently, psychologists examine various aspects of occupational integration, including its effects on mental health, job satisfaction, self-esteem, social interaction, and other aspects of personal development. Special attention is paid to:

- finding out the factors that contribute to mental well-being at the workplace, and which can lead to stress, anxiety and depression. This includes analysis of working conditions, management styles, stable employment and other factors;

- the study of strategies and resources used by people for successful professional adaptation to a new work environment, including adaptation to new responsibilities, communication styles and organizational cultures;

- research into factors that contribute to successful professional development, including training, mentoring, leadership development and participation in professional networks;
- determination of personal traits that contribute to or hinder successful professional integration, such as self-discipline, motivation, self-regulation and emotional stability;
- the identification of factors influencing social interactions at the workplace, such as communication skills, conflicts, collective cooperation and building relationships with colleagues and management.

The study of occupational integration contributes to a better understanding of how people adapt to work settings, succeed in their careers, and ensure their mental and emotional well-being. In the modern understanding, professional integration is an individually realized position and behavior of a person related to the peculiarities of professional activity during life.

For a modern specialist, the issue of professional integration is particularly acute due to the inability to foresee and forecast the external circumstances in which career processes unfold. Professional integration is a process in which the skills, knowledge, values and experience of a person are combined in order to achieve success in professional activities. This process includes adapting to a new work environment, learning about job requirements and expectations, and constantly improving one's professional skills and abilities. Professional integration promotes career development and increasing professional competence.

The purpose of this study is to understand the problem of the impact of psychological stability on the professional integration of a person in the conditions of a situation of uncertainty.

Presentation of the main research material. The study of psychological determinants of the development of skills of professional integration of a modern person will allow to expand the possibilities of support in the situation of a crisis of professional realization, will help to establish ways of preventing professional unfulfillment, will outline the vectors of obtaining satisfaction from work and the formation of a sufficient level of professional self-esteem.

The dynamics of human activity in professional activity is traditionally determined by the sequence of movement of a certain social hierarchy based on the criteria of holding positions, achieving professional status, material component, etc. At the same time, the emphasis is on increasing the specialist's professional capabilities, obtaining greater powers in professional activities, expanding the boundaries of popularity and prestige, and increasing the number of business contacts. An important criterion of professional integration is the parameters of time and boundaries. According to A. Markova's research, professional integration should be considered as self-projection and actualization of one's own potential, which fills life with personal meaning. The criterion of professional integration is not only high results in one's own professional activity, but also the harmony of a specialist with himself in the process of using internal resources.

An important indicator of professional integration is the achievement of a certain social and professional status that satisfies a person depending on the scale of his demands. An important place in professional integration is occupied by the subjective indicator of the level of self-determination, that is, the degree of satisfaction with the currently achieved social and professional status. Professional integration should be associated with obtaining a qualification and working in a certain position, with the level of income and prestige. If this happens, then the person will be satisfied with the level of self-realization. One of the dominant motivations for professional integration is the potential for self-determination.

So, professional integration is to some extent related to professional status, that is, a person's place in the professional structure, capable of determining the level of his economic position and the role played by this socio-demographic group in the system of professional relations. The assessment of this role is characterized by the degree of inclusion of a person in the relations of professional groups, the level of his qualifications and skills, and the level of professional self-awareness.

The destruction of traditional forms of professional socialization, the lack of a guaranteed future leads to the realization of the decisive role of one's own abilities in achieving one's goals, and this can lead to problems in professional integration. The fact is that some people may never reach a sufficient level of professional maturity during their lifetime. This is due to the fact that a certain percentage of people are engaged in non-professional activities, another part is included in professional activities, but does not seek to achieve professional mastery, and a certain group may be discriminated against by more experienced representatives of the profession.

Thus, the professional integration of the individual, on the one hand, should be considered as a process of entering a person into a professional environment, assimilating professional experience, mastering the standards and values of the professional community, and on the other hand, as a process of actively implementing one's own accumulated professional experience [5].

Analyzing the data of the scientific literature devoted to the mentioned topic, it is necessary to highlight three areas that have a special impact on the process of professional integration:

- field of activity, i.e. study of the spectrum of activity, professional features and interests;
- the sphere of communication, which outlines the components of professional communication necessary for an individual to enter a profession for successful self-realization within certain social institutions;
- the sphere of personality development and self-awareness, which determines the personal qualities of a specialist and his perception of his capabilities and ambitions.

Life orientations of a specialist are important in professional integration. I. Martyniuk notes that among specialists who see the meaning of life in isolation from the results of professional activity, the desire to work becomes meaningless, there is no professional motivation and culture, and the value structure of the individual is largely deformed.

The problems of employment and employment of a person in the conditions of a situation of uncertainty are largely related to the objective processes taking place in the modern world. An important element of the professional integration of a modern person is the connection between the professional status and the level of unemployment. According to statistical data, the largest number of unemployed is among people with secondary professional and higher education. Somewhat less unemployed among those who do not have qualifications or primary education - this is mostly due to the possibility of greater labor mobility of this category of persons. The unemployed with primary or secondary education are the most materially affected - the lack of social guarantees puts them in a disadvantageous position.

The modern understanding of professional integration goes beyond the specifics of performing specific types of professional activity and is connected with the design of the entire life path of a specialist, the key aspect of which is psychological stability. Psychological stability is a personality quality, the separate aspects of which are stability, balance and resilience [3]. For the first time at the scientific level, the problem of psychological stability was raised in 1966 in the report of L. Bozhovich at the XVIII Psychological Congress. The further development of psychological stability was reflected in studies of various aspects of the problem of personality stability: emotional stability (P. Zilberman, V. Maryschuk, L. Mitina), moral stability (V. Chudnivskiy), stability of forms of behavior (L. Bozhovich), stability in conditions stress and conditions of preparation for space flight (K. Gurevich, A. Leonov, G. Berehova). The works of V. Krupnyk and E. Lebedeva are devoted to the problem of psychological stability of personal constructs. These research data are somehow related to the psychological characteristics of personality stability.

Psychological stability in the process of professional integration allows a person to withstand life's difficulties, adverse pressure of circumstances, to maintain physical and mental health and work capacity. The basis of the professional integration of the individual in the conditions of a situation of uncertainty is the psychological stability of the individual, which is aimed at the distant consequences of professional activity. A person's ability to defend and implement his personal positions in the process of professional integration is inextricably linked to the problem of personal integrity [2]. The psychological stability of an individual in the context of professional integration should be considered as a complex quality of a person, that is, a synthesis of his individual qualities and abilities.

The presence of psychological stability in the process of professional integration gives reason to talk not only about success in professional activities, but also about the success of a person's life [1]. A number of authors (A. Rickel, O. Tikhomandrytska, etc.) emphasize that the success of professional integration is determined by the psychological stability of the individual, which is based on a positive professional self-concept. At the same time, it is worth noting that the success of professional integration is related to the subjective ability to strengthen one's own psychological stability through the ability to professional growth with timely and adequate resolution of intra-personal conflicts; relative stability of emotional tone and positive mood; volitional regulation (consciously overcoming difficulties on the way to a professional goal).

Scientists are unanimous in considering psychological stability as the basis of professional integration, which reflects a person's awareness of his physical, intellectual, characterological, and social properties; level of self-esteem and subjective perception of external factors.

According to V. Rottenberg and V. Arzavskiy, psychological stability is an important condition for professional integration. The high need to find an active, creative attitude towards oneself in professional activity and professional activity itself allows to overcome the destructive influence of adverse life circumstances, and promotes the professional integration of a specialist in the conditions of a situation of

uncertainty. In professional integration, important aspects are the proportionality of pleasant and unpleasant impressions and feelings in professional activity, correlation between feelings of well-being and experiences of joy, satisfaction from professional activity and oneself in it, on the one hand, and feelings of dissatisfaction - on the other. Without psychological stability, it is hardly possible to feel the completeness of oneself in professional activity and meaningful fullness of the process of professional integration. A necessary condition for professional integration in a situation of uncertainty is psychological stability, in particular for effective professional adaptation in a problematic situation.

In other words, psychological stability in the process of professional integration contributes to finding and maintaining a balance between conflict and autonomy. Effective professional integration is built on the ability to resist external influences and the ability to adhere to one's own intentions and goals. The effectiveness of the process of professional integration significantly depends on a person's ability to withstand professional difficulties, the adverse impact of external circumstances on professional activity, as well as the ability to adapt to emerging conditions. From the definition, it becomes clear that psychological stability is one of the important components of the professional integration of the individual in the conditions of modern challenges. Psychological stability is a dynamic component of personality, which is extremely necessary in the situation of professional integration. Psychological stability in the process of professional integration should be considered as a norm, and not as a unique quality of an individual. Scientists distinguish three aspects of psychological stability: stability, balance and resilience. Stability means the ability to face difficulties, maintain faith in one's own abilities and maintain a positive attitude. Balanced means the proportionality of the force of response, the activity of behavior, the force of the stimulus, the meaning of events. Under resistance is the ability to resist everything that limits the freedom of behavior and choice.

In order to empirically study the structure of psychological stability in the context of professional integration, we conducted a study of its components. The research sample consisted of 83 people who, based on objective reasons and subjective feelings, ascertained the fact of being in a situation of uncertainty.

According to the obtained results, we were able to establish that 5 (61.0%) of the subjects have an average level of psychological resilience, and 32 (39.0%) have an above average level. The obtained results indicate that the subjects are capable of professional integration, provided there is no probable threat to their lives. At the same time, the presence of a high probability of a threat to life negatively affects professional integration (Table 1.).

Table 1.

Levels of psychological resilience

Average level of psychological stability	Above average level of psychological stability
61,0%	39,0%

It is worth noting that the emotional component of psychological stability is most pronounced in the subjects at the average level of development - 50 (60%), at the above average level - in 7 (8%) of the subjects, at the below average level - in 19 (23%) of the subjects, at a low level in 4 (9%) subjects (Table 2.).

Table 2.

Emotional component of psychological stability

Average level of development	Above the average level of development	Below the average level of development	Low level of development
60%	8%	23%	9%

The indicated level of formation of the emotional component is insufficient for effective professional integration in the conditions of a situation of uncertainty. This is especially true of subjects with a below-average level of development and a low level of development. In this category of subjects, under the influence of various internal and external stressors, an emotional disturbance can occur much faster, that is, a decrease in the level of support and the formation of psychological stability. It is worth noting that the volitional component of psychological stability in the subjects is most pronounced at the average level of development - 52 (62%), at the lower average level - 12 (15%) of the subjects; at an above average level – 16 (19%) subjects, at a low level in 3 (4%) subjects.

Table 3.

Volitional component of psychological stability			
Average level of development	Above the average level of development	Below the average level of development	Low level of development
62%	15%	19%	4%

The average level of development of the volitional component in 62% of the subjects indicates that psychological integration is difficult due to the conditions of the situation of uncertainty. Average and below average levels of development of the volitional component indicate that the subjects show an insufficient level of effort to ensure an effective level of professional integration. Therefore, the subjects are unable to properly regulate their emotional state, inhibit and restrain the asthenic manifestation of emotions in the situation of difficulties with professional integration (Fig. 3).

As for the motivational component of psychological resilience, it is worth noting that the subjects have a somewhat wider range of development levels, compared to the emotional and volitional components. 6 (7%) subjects have a low level of the motivational component of psychological resilience, 18 (22%) have a below average level, 34 (41%) have an average level, 16 (19%) have an above average level, and 9 (11%) – a high level (Table 4).

Table 4.

Motivational component of psychological stability				
High level of development	Above the average level of development	Average level of development	Below the average level of development	Low level of development
11%	19%	41%	22%	7%

The obtained data indicate that not all subjects are sufficiently motivated to professional integration in the conditions of a situation of uncertainty. This especially applies to the investigated levels of motivational component expressiveness at below average and low levels. Obviously, such subjects show less persistence in solving issues of professional integration.

The cognitive component of the emotional stability of the subjects also has a wide range of expression. In 5 (6%) of the subjects, it turned out to be at a low level of development, in 18 (21%) - at a below average level; in 37 (45%) - at an average level, in 15 (18%) - at an above average level, in 8 (10%) - at a high level. For subjects with low, below average, and average levels of development of the cognitive component of psychological resilience, the situation is characterized by the fact that during professional integration in conditions of uncertainty, they may inadequately assess the threat situation, and as a result, make erroneous decisions, not quite accurately predict the consequences of their professional actions, inappropriately choose methods of professional activity and illiterately perform professional actions (Fig. 5).

Table 5.

Cognitive component of psychological stability				
High level of development	Above the average level of development	Average level of development	Below the average level of development	Low level of development
10%	18%	45%	21%	6%

Conclusions and Prospects for Further Research. In psychological integration, psychological stability is a complex and multifactorial quality of personality, in which emotional, volitional, motivational and cognitive components can be distinguished. A person's psychological resistance to the conditions of a situation of uncertainty is an integral component of the successful professional integration of an employee. Professional integration in the conditions of modern challenges requires a certain effort from a person to achieve an effective final result. Professional integration does not exclude the presence of a state of psycho-emotional tension, that is, when there is a significant goal, the level of motivation increases accordingly,

the complexity of the activity also increases, as well as efficiency, but at the same time the person copes with the tasks.

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