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DETERMINATION CONCEPTUAL POSSIBILITIES OF THE DEVELOPMENT OF THE PHENOMENA OF PROFESSIONAL AND PSYCHOLOGICAL WELL-BEING AMONG SPECIALISTS OF THE STATE EMERGENCY SERVICE

Introduction. The complexity of the rescuer profession is determined by the constant action of various significant professional factors, extraordinary professional tasks, quite significant psychophysical and psychophysiological overloads, which determines the need for the presence of certain professional and personal qualities of a specialist of the State Emergency Service and requires the possession of high moral and ethical and professional personal traits, the formation of which completely depends on the relevant professional conditions of the rescuer's activity, which determine the production of a comfortable personal and professional environment and well-being.

The aim of the study. According to the results of modern world and domestic literary sources, define and analyze the structural components of the phenomenon of professional well-being, as the main component of the personal psychological of specialists of the State Emergency Service.

Research materials and methods. A search was conducted for modern domestic and international literary sources, using the search electronic database Medline, Google Scholar and PubMed, scientometric databases Scopus and Web of Science for the last 10 years. Their systematic analysis and generalization was performed regarding the problem of determining the structural components of the phenomenon of professional well-being, as the main component of personal psychological.

Conclusions. Taking into account the results of modern research by international and domestic scientists, the main approaches to determining the structural characteristics of the concept of personal psychological well-being are distinguished based on literary data.

The structural components of the phenomenon of professional well-being, as the main component of personal psychological well-being, are established, which allow it to be separated into an independent element and considered as an independent phenomenon.

The need to develop generalized model-conceptual principles of professional well-being within the limits of modern domestic organizational psychology is determined.

Keywords: psychological well-being, professional well-being, rescuers, structural characteristics of professional well-being, structural characteristics of psychological well-being.

Introduction. Quite significant and fateful events have been taking place in our country recently. The conduct of active hostilities on the territory of our country is accompanied by quite significant destructive and

psychophysically stressful events that provoke high stressogenic activity. Quite significant destructions with a large number of victims, high prevalence of emergency situations, disasters, fires, injuries, wounds, etc. require

considerable concentration of efforts on the part of relevant specialists [1]. Given the growing severity and number of negative consequences of significant emergency situations and disasters, one of the most demanded and significant is the activity of a rescue specialist.

The complexity of the rescuer profession is determined by the constant action of various significant professional factors, extraordinary professional tasks, quite significant psychophysical and psychophysiological overloads, which determines the need for the presence of certain professional and personal qualities of a specialist of the State Emergency Service (SES) and requires the possession of high moral and ethical and professional personal traits, the formation of which completely depends on the relevant professional conditions of the rescuer's activity, which determine the production of a comfortable personal and professional environment and well-being [2].

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The results obtained. Psychology defines the concept of well-being as a state of certain satisfaction with personal life and includes relevant psychophysical, psychophysiological, social and other prerequisites and factors [3]. From the point of view of the need to achieve a certain level of professional well-being, the creation of appropriate conditions for this is a mandatory guarantee for the effectiveness of all the specialist's professional activities, which is a rather relevant and urgent factor in the formation of a SES specialist who is resistant to the effects of constant external psychophysical and psychophysiological overloads, which must be psychologically ready for such overloads, that is, be psychologically professionally well-off and independent [4].

Specialists determine that the formation of psychological and professional well-being is significantly influenced by certain factors, which primarily include [5]: socio-cultural, personal-professional and personal-oriented relationships and interactions; having work experience; psychological working environment and physical working conditions (physical environment, conditions and characteristics of work (professional load, complexity and danger of the work performed, etc.), organizational characteristics (cultural and social relationships and interactions) and various extra-organizational factors (labor market, professional field, adequate a psychologically comfortable balance between the work environment and extra-work functioning, etc.), which have a rather powerful influence on the formation of both psychological and professional well-being [6].

It is determined that the formation of favorable professional conditions and a favorable psychological environment

ensures the appropriate personal and social harmonization of an individual, the relationship of such an individual to his professional duties and responsibility in their performance, and in general, his attitude to work and satisfaction with it [7]. At the same time, it is indicated that the conditions of professional activity are the primary psychophysiological factor of the effectiveness of professional activity. The necessary structural components of both personal and collective effective professional functioning are completely dependent on these conditions: efficiency and coherence of production and professional relationships, motivating a specialist to achieve a certain professional goal and perform professional tasks and create comfortable psychological relationships and relationships in a professional environment, etc. [8].

In addition, many authors indicate the interdependence of comfortable professional and personal well-being [9, 10]. Thus, it is determined that the psychological features of the professional environment that primarily affect the comfortable psychological well-being of a specialist are the professional conditions that determine his feelings, thoughts and behavior [11]. Everyday active behavior and activities of a person anywhere and anytime are completely subject to the influence of his mental and psychophysiological state, which are the consequences of all mental activity and activity of a person and determine his emotional and personal background, in the context of which all his mental activity is formed and takes place with all the resulting consequences and activity motivations [12–14].

In addition, there is an opposite interdependence of the formation of comfortable professional well-being in accordance with personal psychological well-being [15]. Thus, many researchers

point to the significant influence of certain personal mental states on the course of all mental processes of a person, which with their frequent and significant repetition can acquire significant stability and obsessive characteristics and transform into stable manifestations of personality [16, 17]. The formation of personal mental and psychological states completely depends on many factors, especially on the influence of the surrounding personal and professional environment and the characteristics of the relationships functioning in them [18, 19]. Yes, a physically and psychologically comfortable and safe workplace, the degree and adequacy of professional workload, clearly defined professional functionality and performed work role, adequate work tasks, the presence of constant professional monitoring and control, flexible working conditions and adequate compatibility between professional workload and the level of rest, absence of significant overloading of employees, etc. factors appear as critically important necessary conditions for the personal mental well-being of employees, which can affect the comfort level of their mental well-being and professional activity and productivity [20]. These factors become especially important in the case of extremely intense and rather long and constant psychophysical and psychophysiological professional overloads, which is quite typical for the professional activity of an employee of the State Emergency Service [21].

In this regard, achieving a highly comfortable state of personal psychological well-being is quite desirable for balancing the maladaptive action of psycho-traumatizing professional psycho-physiological and psycho-emotional factors, since this prerequisite allows integrating a feeling

of complete psycho-physiological satisfaction and comfort, achieving internal and external harmony, satisfaction with social and family relationships and others positive personal psycho-emotional components of personal mental health and well-being into a harmonious and comfortable professional and form a stable personality of a rescue specialist [22, 23]. The result of this is appropriate emotional satisfaction with professional conditions, the process itself and the results of one's work, interpersonal relationships in the team, the level of communication with managers and colleagues, the achievement of high professional competence and self-realization, and emotional satisfaction from a sense of self-worth and demand and a certain inner "freedom" [24, 25], which determine the degree of emotional and professional security and satisfaction with the performance of one's professional duties, especially when performing constantly dangerous professional tasks, which is inherent to the professional component of the emergency services specialist [26].

Research into the problems of psychological well-being in domestic and world psychology was carried out by a significant number of scientists, among whom the works of A. Sozontova, M. Yagoda, M. Argyla, E. Dinera, N. Bradburn, K. Riffa, P. Fesenko, and P. Shevelenko are quite notable. T., Desi E., Watermana A., Rayyana R., Voroninoy A., Shamionova R., Oleksandrova Yu., Karginoi N., Kanemana D., Volynets N., Seligmana M., Kasliuka Yu., Style Sh. And other scientists [27].

These studies related to the question of the structure of personal psychological well-being, among which the variability of its components and the definition of interrelationships and interdependencies with value-orientation directions and

meaningful awareness of the meaning of life, the quality and completeness of personal functioning, opportunities for self-realization and personal success in various personal and professional directions were singled out. , emotional experiences and behavioral reactions in the socio-cultural environment, etc. [28–30]. At the same time, among domestic scientists, the development of typological models of personal psychological well-being was carried out by Danylchenko T., Chebotaryova O. and others, functional models by A. Lebedeva, Shamionov R. and others, structural models by M. Argyle and Martin M., E. Benko. , Bocharova O., Bashkatova S. and Gafarova N., Baturina N., Brandstetter G., Veenhoven R., Diener E., Eliseeva O., Cooper H. and Denev K., Desi E. and Ryan R., Idobaeva O., Riff, K., Roth, T., and Harter, J., Sokolova, M., Seligman, M., Sokolska, M., Shamionova, R., Hedei, B., and Veering, A. et al., multivariate –Shevelenkova, T., and Fesenko, P., Giovanini E., Bakhareva N., Karapetyan L., Taylor T., Shiryayeva O. and others. [31].

At the same time, certain issues of this issue remain poorly developed both in world and domestic psychology [32–34].

The most debatable are the issues of interdependencies and the priority of subjective and psychological well-being [35, 36]. Thus, some scientists assume that the psychological derives from "eudaimonia" and is based on the complete self-realization of the personality (its harmonization), and the subjective - on a certain "experience" of it and the desire to maximize personal physical pleasure and avoid pain and is connected with hedonism Other works determine the relationship between the possibilities of achieving personal psychological well-being with intra-

personal possibilities and features (temperament, personality typology, character traits, etc.), and the subjective relationship with cognitive-affective personal components (emotional manifestations, evaluations and judgments, etc.) [37, 38]. Thus, there are various approaches to the essence of the concept of psychological well-being, among which there are two main ones that determine the greatest interest [39]:

- the hedonistic approach (from the Greek Hedone - "pleasure") defines psychological well-being from the point of view of aiming for happiness through achieving the maximum possible physical pleasure and avoiding any pain and suffering. Proponents of this approach give preference to feelings of happiness, satisfaction from achieving primary goals and avoiding dissatisfaction, the preference of positive experiences over negative ones (emotional component) as indicators of achieving psychological well-being. This approach is widespread mainly in cognitive-behavioral psychology [40];

- the eudaemonistic approach (from the Greek Eudaimonia – "happiness, bliss") is based on the concepts and ideas of humanistic psychology. This approach defines psychological well-being from the point of view of complete self-realization (harmonization) of the individual in the environment, definition of a certain role and individuality in the surrounding society. Proponents of this theory consider psychological well-being as a multifactorial subjectivity that integrates certain factors (sociocultural, psychophysical and psychophysiological, economic, spiritual, etc.). At the same time, self-realization completely depends on the existing system of personal values and priorities, and the study of psychological well-being is based on the study of the value-meaning and

motivational sphere of the individual and the determination of the main priorities and goals in the direction of achieving a sense of happiness [40].

Some scientists (E. Diner, A. Sozontov, K. Riff, S. Semenov, etc.) mostly considered subjective well-being as the main component of psychological well-being, others (R. Shamionov, G. Puchkova, etc.), on the contrary, defined psychological well-being as a subjective component. Separate works (E. Panin, E. Bocharova, N. Bradburn, etc.) stated the subjective and psychological components as synonymous terms. At the same time, Mayer J. and Salovey P. singled out the emotional component as the main prerequisite for achieving positive psychological well-being [41].

Given the significant number of studies conducted on psychological well-being, there is also a significant list of approaches to formulating the definition of the concept and its main points.

For example, Bradburn N. in 1969 defined psychological well-being as a subjective feeling of general satisfaction, given a person's ability to maintain a balance between negative and positive affects [42].

In 1984, E. Diener introduced the concept of subjective well-being, which includes cognitive-emotional components and valuable personal guidelines [43].

Riff K. [44] defines the concept of psychological well-being as the positive functioning of the individual, integrating in his theory the humanistic concepts of positive personal development of Maslow A., Rogers K., Jung K., Erikson E., Allport H., Newgarten B., Buhler Sh. and Yagoda M. (proposed a generalized model of psychological well-being).

In addition, modern psychological research determines a significant interest in the study of psychological well-being

in the context of a person's professional activity, which is determined by the need to improve the quality of a person's professional life and increase personal and collective work efficiency.

It should be noted that the majority of studies define professional well-being as satisfaction with the work performed and the achievement of personal and collective professional goals. World researchers have been paying attention to the achievement of professional well-being for a long time [45]. Thus, Gallup J. determined back in 1958 that achieving high professional well-being helps a person reach 90 years of age [46].

At the same time, the analysis of foreign studies determines a significant variety of terms that describe the phenomenon of professional well-being: occupational well-being, employee well-being, work-related well-being or job-related well-being, related to work), well-being at work (well-being at work), well-being at workplace (well-being at the workplace), etc.

Prominent scientists such as Baker A., Van Horn E., Warr P., Leontiev D. and others were concerned with the problem of professional well-being. [47]. They identified a significant number of approaches to the concept of "professional well-being", due to which it is customary to classify them according to certain opposite directions: orientation to needs (motivations, personal needs) - orientation to incentives; isolated (individual) job satisfaction – collective (general) job satisfaction; professional satisfaction as a temporary state - job satisfaction as a stable reaction; focusing on the past (on the situation) - focusing on the future (achieving certain goals), etc.

Modern approaches of foreign authors to determining the components of professional well-being are mainly focused on establishing the influence of

various work factors on professional motivation: monitoring and control, professional workload and personal social support (Stensfeld S., Shipley M., Fuhrer R. and Kivimaki M., Hid J. and others); structuring workload, social relationships and contacts, collective directions and tasks, social identity and regular activities (Gabriel F., Garnoz G., etc.); safety and monitoring of the professional process, social support and balance between received psychological and material rewards and applied efforts [48]; the degree of influence of cognitive and affective structural personal components on the level of professional well-being; main evaluation factors and criterion evaluations (negative or positive indicators, etc.) [49], etc.

Ukrainian-speaking psychologists, in turn, mainly structure the components of professional motivation into professional well-being and job satisfaction, for the determination of which an important component is the isolation of the relationship between corporate loyalty and professional well-being [50], which allows to effectively influence the overall work results as separate, as well as all workers in general and general corporate activity to achieve common goals and objectives. These components (professional well-being and organizational loyalty) have a significant impact both on the personal professional activity and efficiency of specialists, and on corporate success as a whole. It is determined that it is "human capital" that appears as the most important prerequisite for corporate competitiveness and the effectiveness of its activities, and therefore is an effective target for intervention to achieve corporate professional well-being [47].

Thus, according to the structural characteristics of the concept of psychological well-being, it is one of the

main elements of the overall personal psychological well-being of a person (who is engaged in professional activity) and allows it to be separated into a separate independent component and considered as an independent phenomenon.

Summarizing the approaches of various researchers (presented in modern world literature) to defining the concept and structural characteristics of professional well-being, it is necessary to single out three of its main components, which generally characterize this phenomenon:

- emotional component, which includes various components of job satisfaction, a sense of personal happiness, a positive emotional component and mood, and an emotional assessment of the relationship to oneself or the surrounding environment and external working conditions;

- the cognitive component involves the value-oriented component of personal abilities to consciously treat one's work as a means of effective self-realization and self-actualization and to determine professional goals, to be autonomous and independent at the same time and to interact with other employees and superiors, establishing positive interpersonal relationships and maintaining emotional balance, etc;

- the behavioral component determines the interest in one's professional passion and establishes the level of motivational-need orientation, directing all personal professional activity in the direction of finding effective opportunities for self-realization and realization of one's professional and personal potential, or transforming the conditions of society to one's needs or adapting to them.

However, all the above-mentioned components of the phenomenon of

professional well-being as a structural component of personal psychological (both negative and positive) reflect only a few possibilities of structuring this definition and cannot fully explain it from the point of view of a multi-component approach. Therefore, the development of generalized model-conceptual principles of professional well-being within the framework of modern domestic organizational psychology is a very relevant and necessary task.

Conclusions. Taking into account the results of modern research by international and domestic scientists, the main approaches to determining the structural characteristics of the concept of personal psychological well-being are distinguished based on literary data.

The structural components of the phenomenon of professional well-being, as the main component of personal psychological well-being, are established, which allow it to be separated into an independent element and considered as an independent phenomenon.

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