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Psychological Characteristics of Expert Adaptation to Work Abroad

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У статті проаналізовано особливості адаптації фахівців до роботи за кордоном. Показано, що адаптація фахівців|спеціалістів| до роботи за кордоном є|з'являється|напруженим багатобічним|багатостороннім| процесом, який продовжується|триває| протягом всього часу роботи за кордоном. Були виявлені особливості особистості|особистості| фахівців|спеціалістів|, що працюють за кордоном різний час, та визначені кореляційні зв'язки між особистісними характеристиками фахівців|спеціалістів| незалежно від часу перебування| за кордоном.

Ключові слова: адаптація, особистість фахівця, робота за кордоном.

В статье проанализированы особенности адаптации специалистов к работе за границей. Показано, что адаптация специалистов к работе за рубежом представляет собой напряженный многоплановый процесс, который продолжается в течение всего времени работы за границей. Были выявлены особенности личности специалистов, работающих за границей различного времени, и определены корреляционные связи между личностными характеристиками независимо от времени пребывания за рубежом.

Ключевые слова: адаптация, личность специалиста, работа за границей.

The article analysed the features|feature| of specialists adaptation|accomodation| to|by| them work|wrk| abroad. It is shown that adaptation|accomodation| of specialists to|by| the work|wrk| abroad is|appear| a tense|straighted| multipal process|Carbro| which|what| takes place during the whole time of work|wrk| abroad. There were found|exposes| out the personality features|feature| |individual| in specialists working abroad at different|diverse| time and cross-correlation relationship|definite| between personality|individual| descriptions of specialists regardless of time spent abroad.

Keywords: adaptation|accomodation|, personality|individual| of a specialist, work abroad.

Moving for work to another country - is not only just a change of place. At the other end of the way the other country, other people and other temporary reality are waiting for a specialist. The attitude of people to foreign experts will be different from their relationships to each other. This is due to the fact that the culture of each country creates its own ideas about foreigners. In addition to overcoming the attitude towards «the other» by the locals, there are problems associated with difference in traditions of countries. This includes not only legislation but also domestic spheres of life and, of course, professional activity in a foreign company. Efficient construction of business and professional careers is related with solving the problem of adaptation.

Adaptation is the acute social and psychological problem connected with socio-cultural originality of professionals working abroad. This is - a complex process of changing the structure of personality, its incorporation into the new society. Social adaptation - is a type of interaction between individuals or groups with a social environment, during which the regulation requirements and expectations of social subjects with their possibilities and reality of the social environment is taking place. The essence of social psychological adaptation of foreigners being temporarily residents in a country is the ability to save and maintain their lifestyle if it is not in contradiction with the existing structure, the adoption of foreign culture, not its assimilation, namely, the adoption and honor of other people's traditions, values, norms, and most importantly, at the same time be effective in fulfilling their duties.

In scientific literature the question of socio-psychological adaptation was considered by Leontiev O., Petrovsky A., Rubinstein L.. Applied problems of adaptation developed by many scientists for a variety of areas: adaptation of the individual in different groups and communities (Heorhieva; Sviridov, Taran; Khodakov; Khokhlova and others.) training in various areas (Gaponov, etc.), employment, industrial activity (Zhmyrikov; Prohvatilov; Shalyto, etc.), with various psychosomatic and neurotic disorders (Burlachuk, Korzhakova; Barlas, etc.). [1-5]. According to Russian investigators Ivanova M. and Titkov N., adapting difficulties of foreigners depend on national and religious characteristics and changes from time spent abroad [6]. Stages of adaptation of foreign experts to the new language, socio-cultural and professional environment are: entering the job environment, learning the basic norms of international staff, forming a steady positive attitude towards their future profession, to overcome the «language barrier», strengthening a sense of organizational equality.

Getting into a different socio-cultural environment, a foreign expert examines the need to adapt to it from different perspectives: as a representative of their country, as a medium of the sociocultural traditions, customs, behaviors, values, as a man with his specific individual and personal characteristics, as a professional, that is the subject of professional activity that carries it in a particular organization [4].

The aim of this work is to study the characteristics of specialist adaptation to work abroad.

The study involved the Ukrainian and Russian specialists working in the UAE. Total - 41 people, age range 22-37 years. In the study 3 groups of subjects involved - experts who have been working for six months (13 people), professionals who have worked abroad from 0.5 to 3 years (14 people), specialists who have worked more than 3 years abroad (14 people). These people have a residence permit, official work visa. They are programmers, ryelters and sellers in foreign companies.

To realize the goal the following theoretical methods were used: analysis, synthesis, empirical methods of complex psycho-diagnostics, methods of mathematical statistics. We used the following methods:

- 1) Survey method for determining cultural strategy in the process of adaptation of specialists working abroad. (J. Barry)
- 2) Methods of personality differentiation (adapted employees neuropsychiatric Institute. Bekhterev) to

determine the characteristics of self-esteem expert.

3) Methods of diagnosis of social psychological adaptation of C. Rogers and R. Diamond to study the characteristics of a specialist adaptation abroad.

4) Methods of diagnosis of T. Leary interpersonal characteristics for the study of interpersonal interaction features experts.

Statistical methods for data processing: comparison with the help of using descriptive statistics and statistical criteria, correlation analysis of the criteria of Spirmen, revealing significant differences between groups of experts by the method of Mann-Whitney.

We have received the following self-evaluation personality characteristics using the technique of semantic (personal) differential. Midgroup performance of self-evaluation, indicating the presence of adequate self-esteem in all groups tested, with the figures for the factor «evaluation» is higher than figures for the factors of «Force» and «Activity» (midgroup indices, respectively - 17.8, 15.7 and 14, 9 points). For factor «Evaluation» in the group there were found following distribution of self-evaluation characteristics: low self-esteem - 13% of subjects, average - 57% researched, high - 30% of patients. So, for a half of the characteristics studied there is the average level of assessment. There also were found some features to assess their volitional characteristics and features of interaction with society.

Analysis of the results in groups of experts with different experience abroad did not show significant differences for self-evaluation characteristics. However, in the group, operating from 0.5 to 3 years it was found the insignificant decline. We can explain this situation, when the initial euphoria of life and opportunities to work abroad have already passed and there is the feeling of missing their country and those who remained there, on the one hand, and on the other, unfortunately, not always carried out expectations and realities of foreign life slightly lower representation of themselves and their ability to control events and circumstances.

Also, we received survey data by the method of J. Berry. We found that 87% of specialists chose the integration strategy of acculturation, which indicates the value of their culture and readiness to accept another one. 10% of respondents chose a strategy of separatism, 3% - assimilation. It should be emphasized the assimilation strategy and separation were chosen by experts that only came to the country and began its work; on the one hand, they tried to preserve their culture and refused to contact with the other (6%), on the other hand, they demonstrated a willingness to acceptance of another culture, as they connected it with more successful in the formation of personal career (4%). Assimilation strategy was chosen by experts who have worked abroad for more than three years. It was demonstrated in being ready to accept the Muslim religion and culture to the active entry to other country culture.

The strategy of marginalism was not chosen by any of the respondents. In our opinion this is due to its inefficiency in the situation of working abroad, since the loss of their cultural identity and not taking cultural norms and traditions of countries where they have to work and shape their professional career, reduces the adaptive capacity of the individual and opportunities to be successful.

Methods of diagnosis of interpersonal relations of T. Leary allowed to examine types of relations professionals to those who surround them. In this sample, the average of the authoritarianism scale was 7.3 points, while authoritarian behavior had 10% of respondents, 36.7% are characterized by medium level of authority, and most experts interviewed are people with low levels of authoritarianism.

In interpersonal relations specialists showed confidence, but not leadership or impartiality. Only nine experts attended a high level of authority, that is, they are dictatorial, with rigid character, strong personality type, which leads to all kinds of group activities. In seven respondents there was found the average authority, they are self-confident, energetic, competent, like giving advice, require respect. The results can be explained by the fact that relationships with foreign companies have a clear organization and strict discipline.

All the experts interviewed are characterized by low levels of egoism, the average for the group - 5.8 points. Therefore, professionals do not have characteristic features of selfish, focus on yourselves and susceptibility to competition. They are not characterized by a desire to be above all at the same time away from everyone.

On a scale of suspicion grade the average point in the group was 2.6. Respondents are not characterized by high suspicion, irritability, constant complaints at all, but they are critical of social phenomena and to the surrounding people.

On a scale of aggressiveness grade the average point in the group was 4.8. Only one study has an average level of aggressiveness - 11 points, all characterized by low expression of this personality characteristic. Thus, experts are persistent, energetic, with a low level of aggressiveness, they are not characterized by hostility and cruelty to those around.

High level of subordination is not characteristic for experts, the average result for the group was 5.3 points. This can be explained by the fact that in a foreign country a person can not be weak-minded, prone to self-abasement, give up in everything, put yourself into the last place. But relations in exile also have need in subordination, and hence the emotional restraint, modesty, ability to carry out their duties are characteristic in specialists.

Specialists are characterized by typical average (13.3%) and low (86.7%) dependence. The average result among respondents was 4.5 points. Thus, we can assume that they are characterized by high uncertainty in themselves, compulsive fears, but at the same time, professionals are forced to execute orders of those having higher position in the company (most likely they are - foreigners), so they are conformal, polite, susceptible to admire the others other.

Average results of surveyed on a scale of friendliness were 6.8 points. This shows low expression of such

qualities as cooperation, an attempt to be in agreement with the views of those around, conscious conformality, passing conventions, rules and principles of the «polite tone» in dealing with people, initiative in achieving the objectives of the group, attempts to help, feel the focus, to show warmth and friendliness in relations.

On a scale altruism average level is 5.8 in the group. Most experts (76.7%) are characterized by low levels of altruism. This can be explained by high level of the requirements for specialists, they are the same requirements that are imposed on foreign experts, because they are in the same conditions.

According to the results percentage we can assume that the main number of the studied has the following personality characteristics: low authority, egoism, aggression, suspiciousness, subordination, dependence, friendliness and altruism.

C. Rogers and R. Diamond's method allowed to explore the features of social and psychological adaptation in specialists, which is characterized by a high level of formation wish to have interpersonal contacts and experiences feature in subject.

This sample is characterized by the average level of adaptation in combination with other middle levels of subject approval. The average level of adoption of others causes such as the characteristics of respondents as approving others such as they are, respect their identity and right to be themselves, trust in others. This is confirmed by low levels of suspicion and egoism, which we found by using the technique of interpersonal relations of T. Leary.

Most professionals have a high level of approving themselves, they are characterized by recognition of self, unconditional love for themselves, as they are; relation to themselves as to personalities, which is worthy the respect, capable of self-selection, belief in themselves and their capabilities, their confidence in nature of the organism. These characteristics lead to the adoption of other, easier adaptation.

Specialists in the team feel emotionally comfortable in most situations trying to get positive emotions, as evidenced by the presence of mid-level of emotional comfort of patients (83.3%), it also contributes to adaptation to new socio-cultural environment. Experts have sufficient internal controls, but to some extent they require an external, 73% of respondents has average internality, but seven respondents have a high level internality and do not require external control. Respondents do not avoid problems, it is confirmed by the distribution of points on a scale escapism (getting away from the problems).

The average level of approximation (typical 70% of subjects) ensure smooth passage of the process. In our opinion, this is due to the presence of the correct external control of the leadership and personal characteristics of most professionals who are adopted to coping with difficulties.

Thus, professionals working abroad, are characterized by middle level of other approval, a high level of approval themselves, staff feel emotionally comfortable in a team work.

Correlation analysis was conducted with using the correlation coefficient of Spirmen. These results indicate the presence of such relationships:

Reliability has feedback with escapism, i.e. characteristic for unreliable subject is to avoid problems, and vice versa – reliable specialists don't avoid these problems. This may indicate a closeness of specialists in case of alarm, their reluctance to share it with friends and locals.

The feedback of indicators such as «sensitivity» and «being led» can be explained by the desire to maintain interpersonal relations with specialists - that is, at the expense of sensitivity and to damage of his «I» experts feel that the lack of interpersonal relations, aimed at these relationships building.

For professionals working abroad for less than six months, the characteristic is a direct link between other approval and external control. It may show that experts who are just beginning to work for foreign companies do not only seek to adopt the local population, to enter into a new culture for them, but expect a good relationship with themselves and subconsciously rely on those who surround them.

Also for professionals working abroad less than half a year a typical feedback is self-confidence and dominance. From this we can assume that these professionals prefer to submit more in the case of self-doubt.

For professionals working abroad for more than three years, the characteristic is a direct communication complexity and dominance, and from this we can conclude that these specialists are sufficiently adapted to the local population and representatives of their company and to the country, and in case of feeling dominance over others, may increase their demands to subordinates.

As a result of correlation analysis you can make the following generalizations:

- In studied specialists the process of adaptation is easier in that case of high development in communicative abilities. This is because the personality characterized with friendliness, self-confidence, confidence in abilities, much easier copes with various difficulties and adapts to new unusual environmental conditions, and communication, i.e. communication skills, act as a regulator of relations in work and emotional contact.

- The higher is the development of self and friendliness, the lower is tendency to conflict behavior in the lower specialists. Understanding a man himself, his behavior, personality traits, his ability to find compromises, and not only bring their own views allow better orientation in the environment, and thus adaptation.

It should be noted that for the professionals who work less than six months abroad, are characterized by indicators of «friendliness» and «altruism.» For professionals who are abroad for more than three years, are characterized by «authoritarianism» and «selfishness.» We can explain the fact that for specialists newcomers it's more necessary to establish interpersonal relationships in groups and organizations, and for specialists who are abroad for more than three years and have already set up interpersonal relationships, are aimed at implementing their «I».

In professionals working abroad less than half of a year demonstrate indicators of «other decision

approval» and «escapism», and professionals abroad for more than three years shown such indicators as «approval themselves» and «desire for domination.» We can associate it with the fact that professionals who are long in the country and in foreign companies, due to the lack of acquaintance with the employees and the desire to establish interpersonal contacts demonstrate more willing to build them.

Thus, the conducted research allowed to obtain certain results. It should be noted that observation and conversation with experts prove data that professionals who are long in the country and in foreign companies seemed more focused on establishing interpersonal contacts and worried about issues of their being in the new team and new country.

As the result of the study can draw the following conclusions:

1) Adaptation of professionals to work abroad is intense multiple process that continues during the whole working time abroad. The success of professional adaptation of foreign specialists to unusual, changed conditions of life in many respects is determined by their adaptation abilities.

2) There are features of specialist adaptation to a profession:

- The level of specialist adaptability increases with the increase of time spent abroad;
- The level of adaptability of experts starts to grow after a year of work in a foreign company;
- For professionals who are abroad for more than three years there was found a direct link between adaptation and such characteristics as authoritarianism and skepticism.

3) Specialists working abroad at different times have such personality characteristics: for professionals who are just beginning their work for foreign companies have expressed such personality traits as trustfulness, kindness, other people approval and escaping problems. Those who have more than three years of working abroad, are characterized by the predominance of self-confidence, dominance, self approval and skepticism.

4) There were identified correlations between these personality characteristics of specialists regardless of time spent abroad: reverse correlation between the qualities of trustfulness, kindness and approval of others - self-confidence, and self-approval

The prospect of subsequent research can be discovery of adaptation features in specialist to work abroad in connection with language skills.

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