

CHAPTER 3

THEORETICAL AND PRACTICAL ASPECTS OF MODERN PSYCHOLOGY

SOCIO-PSYCHOLOGICAL TECHNOLOGIES OF PROFESSIONAL HEALTH FORMATION

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Abstract. *It is revealed that a person's success in professional activity is closely related to his health, and the impact of health on his career and vice versa is an interdependent process. It is proved that healthy behaviour is a concrete manifestation of the psychological potential of health, it is both a process and the result of the interaction of such factors as motivation to health; lessons learned in maintaining health; the ability to maintain your health at an attained level. For the usage of the appropriate socio-psychological technologies for the formation of occupational health of the economic sphere professionals, we considered the factors of a three-component structure that combines cognitive, emotional and behavioural modules. The cognitive module provides an adequate understanding of the specialist about his level of health. Emotional module includes the full range of «health / illness» experiences arising from a specialist involved in a particular professional situation. The behavioural module reflects the behaviour of a specialist, which facilitates adaptation to changing environmental conditions and professional activity. We also refer to the psychological factors of occupational health of the economic sphere professionals as stressors of professional activity and individual-psychological features of the personality of a professional. The main stressors that affect the activities of the economic sphere professionals are the following: the content of professional activity, its organization; professional career; corporate relationships; non-organizational sources of stress. The impact of various stress factors on the occupational health of the economic sphere specialist is great. The main features of this negative impact are: negative self-esteem; feelings of guilt; increasing aggression, hostility; feeling of emotional exhaustion; presence of psychosomatic disease. In terms of satisfaction with life and happiness, it depends on four factors: emotional equilibrium; life priorities; work and rest ratio; own weight. Most of the described factors can be attributed to the objective influences and subjective experience of the situation in professional activity and based on the level of development of psychological resources of specialists in the economic sphere.*

Keywords: *health, occupational health, social and psychological technologies, psychological factors, economic sphere specialists, psychological well-being, stress.*

JEL Classification: H10, IO, Y8

Formulas:0; **fig.0;** **tabl.4;** **bibl. 13**

Introduction. Much of his life a person spends at work. Working conditions, relationships with colleagues and superiors, career prospects determine not only the quality of their work responsibilities, but also their physical and psychological state.

The success of a person in a professional activity is closely linked to his health. Professional fitness does not limit the absence of health disorders, but eliminates «medical» barriers to professional development. On the other hand, success in professional activity is one of the most important sources of self-confidence and positive emotions, and these are the main «doctors» for any spiritual or physical ailment.

In recent decades, a qualitatively different attitude towards the understanding of health in the professional sphere of human activity has been formed. Careful attention of professionals to the problem of occupational health is due to the fact that the health of the employee is considered not only as an economic value (along with the profitability of production), but also as a necessary condition for improving the efficiency and quality of work.

Literature review. The problem of occupational health today is attracting increasing attention of scientists. V. Ponomarenko views occupational health as an opportunity for the human body to retain the necessary protective and compensatory mechanisms that ensure efficiency at all stages of professional activity in all conditions [7]. Health within such a concept is considered as a set of psychophysiological and physiological parameters that provide high reliability of activity and professional longevity. The importance of studying the psychological factors of occupational health is emphasized by S.S. Uchadze. According to him, the following features are present in the activity of a specialist: the character is constantly complicated; many different types of specific activities involved in hierarchical relationships; the creative nature of the activity through a variety of non-standard situations; high mental tension; expressiveness of the prognostic nature of the tasks being solved; high level of responsibility for decisions made in complex tasks; making strict demands on the personality and professional qualities of a specialist, professionalism and activity in general [10].

The problem of occupational health is an area of interdisciplinary research and its study is reduced to the issues of consistency of requirements of the professional environment and opportunities of the individual for successful and effective fulfilment of conditions of professional activity. Most occupational health studies have focused on the prevention of occupational diseases. At the same time, a much smaller number of theoretical and practical developments are aimed at its formation and strengthening, in particular for specialists in the economic sphere.

The subject of the study is the use of appropriate socio-psychological technologies for the formation of occupational health of the economic sphere professionals, in particular, the consideration of factors of the three-component structure that combines cognitive, emotional and behavioural modules.

Aims. The aim of the article is to present the results of the development and justification of the impact of socio-psychological technologies on the formation of occupational health of the economic sphere professionals.

Methods. In this article, research methods were united into three groups.

The first group of methods of research included theoretical analysis of scientific sources, subject-activity and personality-competent approach of research of social and psychological bases of professional health of economic sphere specialists.

The second group included - empirical research methods such as observation, conversation, method of expert assessments, psychodiagnostic methods that were used to: identify features of the cognitive, emotional-volitional, personal spheres; study the level of motivation to maintain occupational health.

To eliminate the factors of occupational health of professionals, its structure and main components, we used the method of principal components, and to display the graph of eigenvalues. The factors were rotated using the Varimax method, displaying the structure of the factor after the rotation. In the process of factor analysis, we used three stages of processing empirical data: preparation for the variation matrix; selection of orthogonal factors; Varimax research and meaningful interpretation of the obtained factors.

Also, the variables were sorted by the factor loadings. First of all, to the extent of adequacy, that is, the magnitude that characterizes the degree of applicability of factor analysis to a given sample, we have determined the unconditional adequacy (0,746).

As a result of the Varimax study, we studied the received factor loadings and identified for each factor the variables with the highest loadings. The total informativeness of the three factors identified by us describes 40,2% of the variance. Next, for each factor, we identified those variables that had the highest and lowest factor loadings. So, for ease of results presentation and overall analysis, we left the most significant indicators for each factor.

Using sociometric indexes, we determined the level of development of communication skills, conflict, stress resistance, prognosis of indicators of occupational longevity and occupational diseases, as well as the risks of professional activity, which reduce the productivity and quality of life of specialists in the economic sphere.

At the same time working conditions include: 1) breadth of decisions (knowledge of new, requirements of high qualification, creativity, uniqueness, possibility of improvement, variety, possibility of choosing ways and terms of execution); 2) psychological requirements for work (to work quickly, hard, excessively, not enough time, the presence of conflicts); 3) physical requirements for work (physical effort). Equation coefficients are selected from two databases (country-level health databases and occupational conditions database) [5].

Third group - methods of mathematical processing of data with their further qualitative interpretation and meaningful generalization. Statistical data processing and graphical presentation of the survey results were performed using the SPSS statistical software package (version 16.0).

Results. Occupational health of specialists in the economic sphere - an integral characteristic of the functional state of the body according to physical and mental indicators: assessment of ability to professional activity, resistance to adverse factors that accompany these activities.

Socio-psychological technologies for the formation of occupational health of the economic sphere specialists are achieved through the construction of a system of management of occupational risks, which should be aimed at reducing the number of professionals who were injured or killed in accidents, reducing the proportion of professionals working in conditions that do not meet the hygiene standards and reduce the proportion of organizations with poor working conditions.

To use the appropriate socio-psychological technologies for the formation of occupational health the economic sphere professionals, we considered the factors of a three-component structure that combines cognitive, emotional and behavioural modules. The table 1 presents the factors that determine the professional health of a specialist in the economic sphere, their nature and the necessary position of the individual.

Table 1. Factors that determine the professional health of the economic sphere specialist

| № | Factors | Essence | The position of the individual |
|----------|----------------|---|---|
| 1. | Emotional | various emotional stressors affecting occupational health | the ability of a person to withstand stress, to express their emotions and to manage them, to adequately assess the emotions of others, which characterizes its emotional stability |
| 2 | Cognitive | knowledge about occupational health, about the main factors that strengthen and damage health, about its role in life | human ability to make adequate decisions, identify the most important, find missing information, ability to think, stability and concentration of attention, critical thinking, professional memory, professional observation, speed of decision making, their volume and correctness, ability to think promptly and positively |
| 3. | Behavioural | choosing a specific strategy for dealing with a stressful situation | the ability to quickly adapt to the demands of the situation by mastering, mitigating or weakening those requirements |

The structure of factors of occupational health is based on the concept of «psychology of relationships» V.N. Myasishcheva, which defines the attitude to health as a reflection of the individual experience of the person and at the same time as a factor, which has a significant impact on its behaviour. « A person's attitude to his or her health is not just about worrying about health or neglecting it. Here at the same time we are talking about a higher level of ideological relations of the individual. A significant place in the hygiene and prevention of mental health is the issue of somatic status. This is due to the important role of the psyche and personality traits in the prevention of somatic diseases and the promotion of physical health» [6]. This approach allows us to consider health as one of the main elements that can be addressed by regulatory (corrective) influence. The three-component structure makes it possible to fully reveal the psychological factors of occupational health of the economic sphere specialists, to reflect the diversity of connections between structural elements (modules).

The cognitive module provides an adequate insight into the level of one's health based on knowledge of health and healthy lifestyles, including in the performance of

professional responsibilities, awareness of the role of health and its impact on life in general, and also the success and effectiveness of professional activities, in particular, understanding the main risk factors of the profession and ways to maintain and promote health.

Emotional module includes the full range of health / illness experiences arising from a specialist involved in a particular professional situation, adequate emotional response (from «pouring out emotions» to restraining them in situations where necessary).

The behavioural module reflects the behavioural characteristics of the specialist, contributing to adaptation to changing environmental conditions and professional activity, as well as behavioural strategies driven by health changes, healthy lifestyles and work.

Healthy behaviour is understood as «a concrete manifestation of the psychological potential of health»; it «is both a process and a result of the interaction of four factors: motivation to health; lessons learned in maintaining health; the ability to maintain their health; appropriate level of health achieved» [1]. All three modules are interconnected. A holistic and consistent internal picture of a specialist's health (cognitive module) facilitates the development of behavioural strategies that promote a healthy lifestyle and work (behavioural module), accompanied by adequate emotional reactions and experiences (emotional module).

To the part of social-psychological technologies of formation of occupational health of the economic sphere specialists we also include stress factors of professional activity (manifestations of the external environment in which human activity takes place) and individual-psychological peculiarities of the professional's personality (manifestations of the internal environment that determine the cognitive, emotional, and behavioural modules). The main stress factors that affect the activity of specialists in the economic sphere are the following: the content of professional activity, its organization; professional career; corporate relationships; non-organizational sources of stress.

The emotional aspect of occupational health is the ability of a person to withstand stress, to express and manage their emotions, to adequately assess the emotions of others that characterize emotional resilience. In his professional activities, an expert in the economic sphere is confronted with many specific stressors, acting for a long time and continuously, causing fatigue, weakness, general and occupational diseases, premature aging and personality destruction. Stressors of different nature are influenced by a person's professional activity. The main signs of this negative impact are: low self-esteem; feelings of guilt; increasing aggression, hostility; feeling of emotional exhaustion; presence of psychosomatic disease. Thus, the impact of various stress factors on the occupational health of a specialist of the economic field is great.

To solve such problems, first of all, it is necessary to draw the attention of specialists themselves to the problem of maintaining health and preventing occupational diseases. To form a position of reflection towards the promotion of

occupational health - introspection and self-assessment in understanding the role of health in life. In this regard, let us consider the cognitive components of this process.

Specialists of the economic sphere constantly have to deal with voluminous information: analysis of information, a huge base of regulatory acts, so the specialist's memory is prone to heavy workloads. We recommend conducting classes and trainings aimed at the formation and development of certain qualities, skills necessary to maintain occupational health [9]. These are trainings on professional observation development, accumulation of experience, memory and professional sensitivity, development of professional thinking. For example, training «constructive communication», «corporate education and leadership», «the formation of life goals».

Modern research aspects of the formation of occupational health of the economic sphere professionals are of interest, mainly, they are of applied nature. For example, take the results of research relating to health, work and subjective evaluation of happiness. According to a survey of 25 to 60 year olds in Germany, conducted over the past 24 years by specialists from the University of Tilburg (Netherlands), the Max Planck Institute for Developmental Biology (Germany), led by B. Hidey (Australia), a sense of satisfaction with life and a sense of happiness depends on four factors:

1) emotional balance;

2) life priorities. «People who are most valued in their lives by their families are happier than those who consider material values and careers to be the absolute priority. This situation is typical for both men and women. But there is still one gender difference: women whose partner puts above all family values are much happier than those whose material-oriented companions»;

3) work and rest ratio. « For men and women, the lack of work time is significantly worse on the emotional state than overwork. And the most serious trauma to the psyche is the lack of work »;

4) weight. «For men, lack of weight is a much more serious disadvantage than its excess, lack of weight is also a general dissatisfaction with life. For women, overweight causes only a slight feeling of dissatisfaction, and on average, full women are fully satisfied with life» [3].

Summarizing the analysis of the main approaches to addressing occupational health problems in Western science, we can say that two main directions of studying the health of working people and providing them with assistance are formed: 1) stress management; 2) health management.

The variety of foreign studies in occupational health is limited to the following issues: stress in professional activity; physical health (from work-related injuries to cardiovascular disease) and mental health (distress, burnout, depression); unhealthy lifestyle factors (smoking, alcohol and drugs); job satisfaction, balance of work effort and encouragement (salary, recognition, status, prospects of promotion, etc.); transferring harmful events that have occurred in the workplace to privacy; work and family: conflict of interests; on workplace safety (the impact of shift work on occupational health); psychological effects of unemployment [12].

Note that the problems of occupational health in western science remain

underdeveloped. In particular, we have not identified any works in this area (psychological maintenance of occupational health) placed in search engines, as well as in English-language printed works. Research is mainly about regular professional activity and related aspects (stress in professional activity, job satisfaction, balance «work – family», workplace safety, etc.). Issues of psychological support for health in choosing a profession, at the stage of vocational training, professional adaptation, when «leaving» the profession are practically not presented in scientific research.

Promising directions for the development of occupational health in the West [8] in the coming years will address: issues of positive psychology of occupational health; studying the impact of new forms of leadership on employee health; research on the role of emotions in maintaining occupational health; issues related to the development, implementation and evaluation of the effectiveness of intervention programs in organizations.

Special attention should be paid to the fact that occupational health issues are addressed in the West on a systematic basis: organizations that specialize in psychological problems of occupational health (institutes, academies, associations, training centres) are established and actively functioning; a number of US and British universities have organized specialist training for the program «Occupational health psychology»; international conferences and congresses are held regularly; specialized journals are published; with every passing year the number of publications, articles, books is increasing, and textbooks have appeared. It must be admitted that in Ukraine such work is only unfolding.

The proposed structure of socio-psychological technologies of formation of occupational health of specialists of economic sphere, in our opinion, allows to cover all variety of psychological determinants of health in professional activity and is used by us in conducting empirical research. These factors are considered in conjunction and form a unified process of health. Consider these factors in more detail (Tables 2, 3, 4) and propose ways of forming the necessary personality position in order to maintain the professional health of the economic sphere specialists. Most of the illustrated factors can be attributed to objective influences (stress, mobbing, character) and subjective experience of the situation in professional activity, based on the level of development of psychological resources (passion for work, vitality, existential occupancy). At present, in the modern foreign and domestic psychology, personal factors of professional health of specialists of economic sphere are not described.

Factor I includes 18 indicators that correlated positively with them. Here are the most significant indicators in terms of weight factor load: rest (0.961), memory (0.931), stress resistance (0.933), attention (0.892), all these indicators can be attributed to the level of professional health of specialists of economic sphere. The following are indicators relevant to the social level of occupational health of professionals: belonging to the professional community (0,886), occupational demand (0,572). Indicators of psychological and social level of occupational health of specialists of economic sphere correlate with such personal qualities as feelings of well-being (0,547) and tolerance (0,453).

Table 2. Factor I. Psychological and occupational well-being

| № | Indicators | «Weight» |
|----|---------------------------|----------|
| 1 | Wb – sense of well-being | 0,747 |
| 2 | To – tolerance | 0,553 |
| 3 | Well-being | 0,673 |
| 4 | Activity | 0,571 |
| 5 | Energy | 0,569 |
| 6 | Rest | 0,961 |
| 7 | Emotional stability | 0,669 |
| 8 | Internal locus of control | 0,511 |
| 9 | Health-saving behaviour | 0,408 |
| 10 | Robotic ability | 0,646 |
| 11 | Memory | 0,931 |
| 12 | Attention | 0,892 |
| 13 | Stress resistance | 0,933 |
| 14 | Problem coping | 0,682 |
| 16 | Professional community | 0,886 |
| 17 | Professional demand | 0,572 |
| 18 | Professional authority | 0,565 |

In their work, S. Vodyakh and Y. Vodyakh also describe the relationship between the parameters of psychological well-being and tolerance as personality traits, substantiating this relationship as accepting the value of a partner's personality, the ability to empathize and, accordingly, the confidence of positive evaluation by others [2]. It should be noted that factor-forming value have factor loadings of the main parameter having maximum factor weight, in this case - these are indicators that describe the psychological health of specialists in the economic sphere.

Table 3. Factor II. Flexibility of achievement

| № | Indicators | «Weight» |
|----|--|----------|
| 1 | Do – dominance | 0,764 |
| 2 | Sy – sociability | 0,580 |
| 3 | Em – empathy | 0,860 |
| 4 | So – socialization | 0,765 |
| 5 | Sc – self-control | 0,876 |
| 6 | Ai – achievements through independence | 0,865 |
| 7 | Ac – achievement through conformality | -0,636 |
| 8 | Fx – flexibility | 0,916 |
| 9 | Cheerfulness | 0,715 |
| 10 | Chronic diseases | -0,814 |

Factor II includes ten indicators, eight of which correlated positively with this factor, two negatively. The highest number of indicators obtained determines the personal qualities that influence the level of professional specialists in the economic sphere, with the greatest «weight» are: empathy (0,860), self-control (0,876), flexibility (0,916), dominance (0,764), achievement through independence (0,865). Positive correlations indicate the presence of dominant behaviour of the economic

sphere specialists, the achievement of the goal through independence, the flexibility of behaviour, and the developed quality of empathy. These qualities correlate with indicators of physical health of specialists in the economic sphere, namely, cheerfulness (0,715) and chronic diseases (-0,814). As we can see, the last indicator has an inverse correlation, which is logical. In particular, Dyka L.G. considers self-regulation and self-control as one of the factors of personality adaptation abilities, which is connected with efficiency and reliability in professional activity [4].

Confirmation of the link between self-regulation and occupational health can also be found in contemporary overseas studies that highlight two factors that affect occupational health: dispositional self-control, defined as the ability to regulate thoughts and behaviour, and day-to-day planning to compile a list of cases for the next working day [6]. Another foreign study identifies personal resources (emotion regulation strategies) as a way of reducing workload and maintaining psychological well-being [11].

In factor III, most variables have a negative specific gravity and are associated with external locus of control (0.614) and control by «competent others» (0,691).

Table 4. Factor III. Emotional instability

| № | Indicators | «Weight» |
|----------|-------------------------------|-----------------|
| 1 | Gi – good impressions | -0,714 |
| 2 | Creativity | -0,602 |
| 3 | Colds | 0,469 |
| 4 | External locus of control | 0,614 |
| 5 | Control by «competent others» | 0,691 |
| 6 | Emotional stability | -0,714 |

The factor also contains such personal qualities as good impression (- 0,714) and creativity (-0,602), respectively, we can assume that the less creativity, emotional stability and ability to make a good impression, the higher the external locus of control and the lower level of professional health development. The data obtained agree that people with an external locus of control are more likely to have mental problems than people with an internal locus of control.

Developing socio-psychological technologies for the formation of occupational health of the economic sphere specialists, it should be assumed that this process should not fragmentarily affect this vital area of the professional (even in the form of training), and using a systematic approach - health management that allows you to use the energy of the instinct of self-preservation, not only for simple survival, but also to achieve the kind of successful life that a person can choose for himself.

Socio-psychological technologies of formation of occupational health of specialists of economic sphere are a complex of measures of organizational and individual character.

Organizational measures include: creating a favourable organizational and psychological climate, clearly defining the duties of employees; elimination of causes that lead to overwork and unloaded work; social support, stress management

programs (providing for special counselling organizations), fitness programs (general health programs).

To individual methods: exercise programs, relaxation technique training, biological feedback, behaviour modification. Filling out the specific content of a program of professional self-preservation is a rather individual process, because in this case there can be no standard solutions once and for all.

Discussion. We considered socio-psychological technologies of formation of occupational health of specialists of economic sphere as a three-component structure that unites cognitive, emotional and behavioural modules. All three modules are interconnected. A holistic and consistent internal picture of a specialist's health (cognitive module) facilitates the development of behavioural strategies that promote a healthy lifestyle and work (behavioural module), accompanied by an adequate emotional reactions and experiences (emotional module).

We also refer to the psychological factors of occupational health of the economic sphere specialists as stressful factors of professional activity and individual-psychological features of the personality of a professional. The main stressors that affect the activities of the economic sphere professionals are the following: the content of professional activity, its organization; professional career; corporate relationships; non-organizational sources of stress. The proposed structure of psychological factors of professional health of specialists in the economic sphere allows to cover all the variety of psychological determinants of health in professional activity and is used by us in conducting empirical research.

Conclusion. As a result of the study, we also identified three factors, two of which describe the personal qualities of the economic sphere specialists with high levels of occupational health (psychological and occupational well-being; flexibility of achievement). Another factor that reflects the personal qualities of professionals with low occupational health (emotional instability).

In the perspective of the study we see the definition of the occupational health of specialists in other fields of activity, as well as the study of the process of becoming professional health at different age stages of life (maturity, late maturity, old age). It requires in-depth study and the problem of engaging and training psychologists, educators, and leaders to participate in the direct process of formation and preservation of occupational health of the individual in various spheres of its activity. It is urgent to further develop social and psychological training and system of corrective measures that will help to prevent the negative effects associated with the professional destruction of professionals, as well as improve their occupational health.

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