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Psychological health as the problem of public administration in the field of employment

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Abstract--The concept of psychological health of employers is presented as a deep psychological phenomenology of personality resources, due to subjective assessment of functional states and states of physical and mental health, specified by gender causality, and determined by constructive, destructive and deficient functioning

of I. Gender identity has been linked to the parameters of physical functioning, the assessment of the impact of physical condition on role functioning, the intensity of pain, general functioning and social functioning of men. The condition of the general state of health and constructiveness of self-functions by the gender identity of women has been revealed. A three-factor model of conceptualization of the concept of psychological health of the individual is proposed, which determines the range of concepts "Constructive functioning", "Psychological well-being", "Attentionality". Models of deep-psychological determination of employers' resourcefulness in the continuum of psychological health have been developed.

Keywords---psychological health, employers, resourcefulness, constructiveness, destructiveness, deficiency.

1 Introduction

Conceptualization of human rights in relation to its healthy functioning is one of the priorities of state policy of public administration in the field of employment (Dagenais-Desmarais, Leclerc, Londei-Shortall, 2018; Maddux, Daukantaitė, Tellhed, 2018; Karanika-Murray, Bartholomew, Williams, Cox, 2015). The relevance of the introduction of psychological discourse in understanding various aspects of public health of employers (Bailey, Mathes, 2021) is due to the integration of professional communities into the paradigm of the The International Classification of Functioning, Disability and Health (ICF) (2001).

As an independent scientific concept of the concept of "psychological health" was substantiated by I.V. Dubrovina (2015). In historical and psychological retrospect, the scientific understanding of the latter is methodologically connected with the basic principles of humanistic psychology and reversible theory of personality (Shiri, Gartsman, Meiner, Schwartz, 2015). In modern research, the issue of psychological health reveals its level structure: creative, adaptive, assimilative-accommodative (Khomulenko, Fomenko, Kramchenkova, Kuznetsov, Arabadzhy, Rochniak, Kostikova, Viediarnikova, Diomidova, Scherbakova, Kovalenko, 2020). Psychological health of employers correlated to personal maturity (Baranauskienė, Serdiuk, Danyliuk, Kurapov, 2019), self-presentation tactics (Chang, Pan, Shu, 2019), social, economic, and psychological adaptation (Takeda, 2000; Frank-Miller, Despard, Grinstein-Weiss, Covington, 2019), subjective well-being (Wiafe, Adjorlolo, 2021), resourcefulness (Bilgiç, Yılmaz, 2013) and psychosocial safety climate in workplace (Dollard, Dormann, Tuckey, Escartin, 2017; Einarsen, Nielsen, 2015; Einarsen, Skogstad, Rørvik, Lande, Nielsen, 2016; Kwan, Tuckey, Dollard, 2016).

At the same time, the issue of determining resourcefulness in the continuum of the functioning of a employers' psychological health remains out of consideration. Gender-specific patterns of employers' behavior to maintain resourcefulness and psychological health have not been established, and generalizations of relevant empirical models are lacking. This determines the relevance of the topic of research.

2 Materials and Methods

The research included the use of the following psychodiagnostic methods: to determine the deep psychological determinants of personality: Methodology "Life Style Index" (LSI); Methods of measuring psychological protection (E. Pilyugina, R. Suleymanov); Ammon's self-structural test; to determine the continuum of functioning of mental health: Short form of health assessment (MOS SF-36); Psychological well-being scale (K. Riff); Clinical questionnaire for detection and evaluation of neurotic states (K. Yakhin, D. Mendeleovich); - to determine personal characteristics: Kettel Questionnaire (16PF - C); Methods of studying gender identity (L. Schneider); Short questionnaire of the Dark Triad - SD3 (D. Polhus and K. Williams).

In the empirical study, two groups of employers who are formally healthy individuals aged 22 to 38 years were formed: EG1 - men (n 51), EG2 - women (n 67). Due to the variability of interpretation of key concepts of the study, at the stage of its conceptualization there was a need to clarify the meaning of the concept of "psychological health", which was implemented through expert evaluation. 18 experts were involved, including 12 with degrees in psychological and medical sciences.

It is presented that to generalize the structure of the relationship of concepts that cover the range of problems of deep psychological determinants of resourcefulness of the individual in the continuum of his psychological health, the method of factor analysis was used. In accordance with the study procedure, experts were asked to assess the significance of 77 features that correspond to the scales of methods used in the empirical study. Thus, the model of conceptualization, operationalization and instrumentalization in the study of the concept of psychological health of the individual is implemented.

3 Results and Discussions

The three-factor model of conceptualization of the concept of psychological health of the employers (70.3% of the explanatory variance) by experts is presented. The content of the first factor "Constructive functioning" is represented by the parameters of general constructiveness (0.822), mechanisms of psychological protection of adaptive genesis (0.766), assessment of physical health (0.711), viability (0.655), non-clinical narcissism (0.625), constructive sexuality (0.544), autonomy as a factor of psychological well-being (0.498). The second factor "Psychological well-being" summarizes the parameters of the integrated indicator of the latter (0.769), reducing the rate of obsessive-phobic disorders (0.744), increasing the constructiveness of internal (0.712) and internal self-separation (0.691), the mechanism of psychological protection (0.68) type of compensation high assessment of mental health (0.601). The third factor "Attentionality" determines the parameters of excessive attention to health, including role functioning (0.739), pain intensity (0.726), radicalism (0.644), high anxiety (0.611), neurotic anxiety (0.611), neurotic anxiety (0.577), external deficiency (0.539), and the destructiveness of internal (0.520) I-delimitation.

Main results

According to the results of one-factor analysis, differences in the functioning of the components of the deep psychological determinants of personality were found (Fig. 1). It is presented that the mechanisms of psychological protection by type: displacement ($F = 4,532$, $p = 0,035$), regression ($F = 4,532$, $p = 0,014$), denial ($F = 6,113$, $p = 0,015$), compensation ($F = 7,236$, $p = 0,008$), reactive formation ($F = 7,236$, $p = 0,008$) is slightly higher in the studied men. It was determined that the studied women are more prone to protection by type of projection ($F = 8,684$, $p = 0,000$). A higher intensity of psychological protection mechanisms has been established for a group of men. Regarding the mechanism of substitution ($F = 1,829$, $p = 0,019$) and rationalization ($F = 0,004$, $p = 0,947$), no differences were found between the groups. The obtained results revealed the prospects of clarifying gender stereotypes in the perception of protective mechanisms.

It was stated that the leading tendencies of defenses corresponding to the structural level of personal determination revealed the predominance of mechanisms of adaptive genesis in the studied men ($F = 22,075$, $p = 0,000$) and neurotic ($F = 34,068$, $p = 0,000$) and infantile genesis ($F = 13,917$, $p = 0,000$) in the studied women. According to the indicators of psychotic genesis of defenses, the studied groups do not differ significantly ($F = 1,126$, $p = 0,272$).

It is stated that in the dimensions of gender identity the studied men are reliably characterized by a moratorium of identity, which characterizes a certain critical state of their self-perception and search for an invariant of self. At the same time, it was determined that women are more prone to pseudo-identity, as a measure of ambivalence, characterized by simultaneous denial of their uniqueness and its ambitious emphasis on the transition to stereotypes, hypertrophied self-esteem, disruption of temporal coherence of life, rigidity of self-concept ($F = 120,315$, $p = 0,000$).

The correlation analysis (Pearson's criterion) of gender identity of the subjects is presented. It was found that in the EG1 group statistically significant are the links of gender identity with the parameters of physical functioning (0.377), assessment of the impact of physical condition on role functioning (0.584), pain intensity (0.494), general functioning (0.393) and social functioning (0.604).

In the EG2 group, gender identity is significantly associated with general health (-0.263) and constructive self-functions (-0.251). It is noted that the assessment of health functioning in the dimensions of gender identity in the group of men is more variable. The gender conditionality of the health assessment has been stated. It was found that the indicators of physical functioning of the studied men are more constructive ($F = 82,292$, $p = 0,000$). They are also characterized by the degree of influence of physical condition on role functioning ($F = 285,959$, $p = 0,000$), focus on general physical health ($F = 95,597$, $p = 0,030$) and greater viability compared to women ($F = 27,553$, $p = 0,000$).

Significance of the factor of social functioning ($F = 209,302$, $p = 0,000$) and high assessment of mental health ($F = 178,429$, $p = 0,000$) were revealed. It is noted that the studied women are more likely to experience feelings about pain ($F =$

142,018, $p = 0,000$) and the impact of emotional state on role functioning ($F = 258,878$, $p = 0,000$). Accordingly, it is noted that the assessment of the subjective state of health of men is more variable compared to women. It is determined that according to the average indicators of the types of constructive, destructive, and deficient functioning of the self, the studied men and women do not have significant differences.

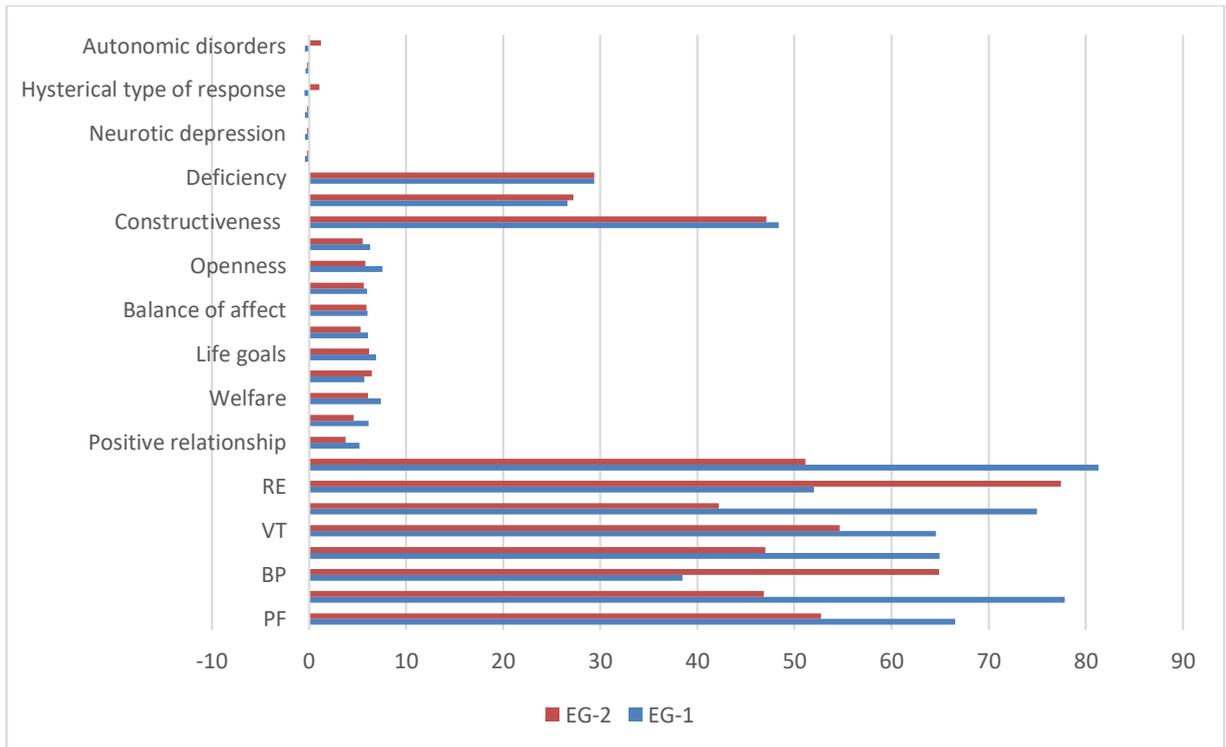


Fig. 1. Comparative analysis of subjective perception of health and resourcefulness of the EG1 and EG2

The results of the study of personality neuroticism are presented. It was found that the type of neurotic anxiety ($F = 0.781$, $p = 0.379$), neurotic depression ($F = 0.907$, $p = 0.343$), asthenia ($F = 0.721$, $p = 0.398$), autonomic disorders ($F = 0.560$, $p = 0.456$) no significant differences between men and women were found. At the same time, it was stated that women differ significantly in hysterical type of response ($F = 8,970$, $p = 0,000$) and obsessive-phobic disorders ($F = 9,996$, $p = 0,000$). It is noted that the indicators of psychological well-being - positive relationships ($F = 17,287$, $p = 0,000$), autonomy ($F = 26,587$, $p = 0,000$), environmental management ($F = 21,447$, $p = 0,000$), achieving life goals ($F = 8,736$, $p = 0.004$), positive self-acceptance ($F = 9.658$, $p = 0.02$), openness of experience ($F = 5.134$, $p = 0.000$) and general level of psychological well-being ($F = 5.594$, $p = 0.000$) men differ from women. Regarding the indicator of personal growth ($F = 8.064$, $p = 0.005$), it is more characteristic of the studied women. It was stated that the differences between the groups are insignificant in terms of the balance of affect and awareness of life.

Regarding the personal characteristics of the subjects, differences were identified by only a few factors, such as - high normative behavior ($F = 7,906$, $p = 0,005$), diplomacy ($F = 9,334$, $p = 0,003$), anxiety ($F = 38,748$, $p = 0,000$), nonconformism ($F = 3,783$, $p = 0,05$) and high self-control ($F = 7,060$, $p = 0,009$), characteristic of men. Differences in the indicators of sensitivity ($F = 11,671$, $p = 0,001$) and suspicion ($F = 4,493$, $p = 0,036$) were clarified, which turned out to be mainly characteristic of the studied women. In other respects, the personal characteristics of reliability are insignificant. Non-clinical manifestations of psychopathy, narcissism (no significant differences), Machiavellianism of the subjects were identified. It is noted that non-clinical Machiavellianism is more characteristic of men ($F = 79.409$, $p = 0.000$), non-clinical manifestations of psychopathy are more characteristic of women ($F = 131.768$, $p = 0.000$). Therefore, the personal conditionality of the resourcefulness of the subjects is clarified, taking into account their individual characteristics, gender and gender-role differences.

The gender specified models of deep-psychological determination of resourcefulness of employers in the continuum of psychological health, which is determined by the constructiveness, destructiveness and deficiency of self-functions.

It is determined that the continuum of constructive mental health of men (EG1) summarizes the parameters of internal constructive self-separation (2,084), constructiveness of sexuality (1,442), constructive narcissism (2,385), constructiveness of anxiety-fear (0,779), mechanisms of psychological regression (0,70). It is noted that these parameters are factors that enhance the constructiveness of I-functions and additionally depend on it. It has been found that the constructive dimension of psychological health decreases with the use of psychological defenses of neurotic origin (-0.619), reduced diplomacy and increased straightforwardness (-0.484), determination of the substitution mechanism (-0.056) and destructive narcissism (-0.444).

The destructive dimension of men's mental health was found to be characterized by increased general deficiency of I (0.727), radicalism as a character trait (0.414) and reduced ability to achieve life goals as a factor of psychological well-being (-0.615). It was found that the deficient dimension of psychological health is associated with the impact of deficiency on the emotional state and role functioning of the studied men (0,552), intellectual abilities to strengthen them (4,074), intense physical functioning (0,468), balance of affective states (1,413), and excessive openness as an indicator of psychological well-being (1,811). It is stated that deficiency reduces the constructive functioning of the individual (-0.356), self-control (-2.340), sensitivity to physical pain (-0.231) and suppresses tendencies to personal growth as a factor in the psychological well-being of individuals (-1,450).

The content of the model of deep-psychological determination of the resourcefulness of the studied women in the continuum of psychological health is presented. It was found that the constructive dimension of mental health is characterized by mutual strengthening of constructive self-functions by non-clinical manifestations of Machiavellianism (14,694), the mechanism of psychological protection of substitution (0,249), denial (0,430), high physical

health (0,275) and gender identity. type of pseudo-identity (4,708). It is proved that the constructiveness of I-functions reduces the indicators of the hysterical type of response (-0.903), the activity of the defense mechanism by the type of displacement (-0.431), the ability to proactive physical functioning (-0.565), provides rest (-5.846) and increases suspicion (- 2,483) as a property of the individual.

The content of the destructive dimension of women's psychological health is highlighted. It was found that the destructive functioning of the self causes an increase in the overall level of deficit (0.835) personality, expressiveness (4.731), the intensity of pain and syndromes (0.167) and obsessive-phobic disorders (8.051). The influence of destructiveness on the ability to achieve goals as a component of psychological well-being is proved (-1,848). The content of the deficient dimension of women's mental health and resources is stated. It is determined that as the deficit of self-functions increases, the general level of personality destructiveness (1,028), obsessive-phobic disorders (10,099), mechanisms of psychological defenses of adaptive genesis (16,806), reactive formations (0,133) interact.

It is specified that deficiency affects the overall level of psychological well-being (-2,226), adaptive resources (-0,961), restraint (-13,736), feelings of calm (-4,669), and general constructiveness of personality functions (-0,137). It is generalized that the resourcefulness and psychological health of an individual is a continuous formation of personal genesis due to constructiveness, destructiveness and deficiency of self-functions, subjective assessment of physical and mental health, experience of psychological well-being. Gender and gender specificity of the functioning and content of mental health is proved.

4 Conclusion

A comparative analysis of the deep psychological determinants of the resourcefulness of the individual in the continuum of his psychological health. According to the indicators of physical functioning, men have been shown to be more constructive, focused on the influence of physical condition on role functioning, general state of physical health and viability in comparison with the studied women. The importance of social functioning and mental health among men has been identified. It was found that women are more likely to experience feelings about pain and the impact of emotional state on role functioning, and it was determined that the assessment of men's subjective health is more variable compared to women.

The results of the course of neurotic states of the subjects are presented. There is a lack of sexual health based on the type of neurotic anxiety, neurotic depression, asthenia, autonomic disorders. It was stated that women are mostly characterized by hysterical type of reaction and obsessive-phobic disorders. It is proved that according to the indicators of psychological well-being - positive attitudes, autonomy, environmental management, achievement of life goals, positive self-acceptance, openness of experience and general level of psychological well-being, men differ from women. Tendencies to personal growth as a factor of psychological well-being in women are revealed.

Models of deep psychological determination of a employers' resourcefulness in the continuum of his psychological health have been developed. The predicative significance of constructiveness, destructiveness, and deficiency of self-functions in ensuring the resourcefulness and psychological health of the employers has been proved. Developed models of deep psychological determination of resourcefulness and psychological health can be targets of psychological correction on the basis of psychodynamic, resource approaches and genetically oriented psychotherapy and should be taken into account in policy of public administration.

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