

Survey of the Professional Specialization Choice

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The proposed work examines specific mechanism of the professional specialization choice. Conceptually, it is assumed that the choice is determined by the functioning of the work set, parameters of which are expectation and valence. According to the obtained data, the attraction of alternatives had significant effect on the choice of various forms of specialization. Significant influence of valence on expectation revealed, which conditioned tendentious evaluation respondent's "optimism". In addition, in the structure of possible results the dominant place was taken by "manifestation of the own capabilities and skills." Person's choice of certain professional specialization in fact, means his acceptance of a new social role, which he must get used to and, at the same time, adapt to specific organizational environment. In this case, we are talking about vitally important decision for the man and therefore, close attention was paid to the study of the peculiarities of the internal choice mechanism. Conceptually, we assume that the choice determined by the action of the work set, which is expectation (subjective probability event realization) and valence (subjective importance of the object). On the basis of the above-mentioned, we identified the following objectives for the empirical study: a) relationship between attraction of alternatives and their preference; b) identification of the relationship between expectation and valence; c) determination of the content and ordinal structure of choice results. © 2023 Bull. Georg. Natl. Acad. Sci.

specialization, choice, valence, expectation

The study involved 43 undergraduate students from the psychology department one of the Universities in Tbilisi. Let us note that the event itself was quite natural for the respondents, because they really faced with the question of choosing specific field of specialization. They filled out a questionnaire consisting of 154 questions. Respondents rate the questions posed to them with reference to their place of work as a consulting psychologist in the following organizations: school, clinic, television, court, sport teams, enterprise, military department, commercial sphere, administrative institution.

Method of Research

Attractiveness of alternatives. The valence (importance) was measured by 9-step scale and expectation (probability) measured by 11-step scale. The following choice outcomes were taken into account: manifestation of one's own abilities and skills [1, 2], success in work, omission of economic condition, manifestation of independence in work, satisfaction of parents desires, increase of authority among colleagues, practical help to people, communication with interesting people, work in prestigious institution, possibility to achieve academic degree, justifying friend's

expectations, possibility of status promotion. The total index of expected valence $\sum OV$ reflects the certain specialization attractiveness.

Preference for alternatives. This variable is measured by the above mentioned expected valence scale. In this case, the product of expectancy and valence scales $O \times V$ is an indicator of preference for a particular specialization.

Statistical Analysis

The processing of the obtained data was carried out in two sets: first, by correlational analysis identified the degree of relationship between the factors under study; second, in order to determine the amount of influence of the independent variable on the dependent variable, the indicators of variance and regression analyses taken into account [3, 4].

Received data. A) Significant relationship was found between the overall preference scores of the alternatives and their attractiveness ($r = 0.49$, $p < 0.01$). At the same time, analysis of variance showed that the attractiveness of the expected outcomes had a significant effect on the preference scale of the sample we studied. ($F = 28.0$, $p < 0.01$). This means that respondent's intentions to make a

choice among the majors offered to them determined by the attraction of expected outcomes with positive value to them. B) In order to examine the relationship between expectation and valence, a regression analysis conducted separately for the scales of attraction choice's results and preferences of particular specializations, where expectations act as the dependent variable. In both cases valence had significant effect on the expectation (9% and 12%) of the total variance, respectively, explained). This means that the more desirable particular specialization for respondent, the more likely it seems to him to achieve this alternative result, i.e. "an optimistic choice strategy" emerges. C) To identify the specifics of expected result's structure in the scale attraction of different specializations, a component analysis of variance was conducted. The obtained data revealed vertical arrangement choice possible results, according to which the greatest weight (31% of the total variance) are explained. Note that the indicators of all possible, outcomes, with the exception of "omission of economic condition," reach the level of significance. Through the above analysis we can determine the order structure of the attractiveness scale of the choice of the expected results.

ორგანიზაციული ფსიქოლოგია

პროფესიული სპეციალიზაციის არჩევის შესწავლა

დ. ჩარკვიანი

აკადემიის წევრი, საქართველოს მეცნიერებათა ეროვნული აკადემია, თბილისი, საქართველო

მოცემულ ნაშრომში გამოკვლეულია პროფესიული სპეციალიზაციის თავისებური მექანიზმი. ამგვარი არჩევანი, მისგან გამომდინარე შედეგების თალსაზრისით, ძალზე მნიშვნელოვანია, რადგან ის გარკვეული პროფესიული ჯგუფისადმი პიროვნების შეგუებასა და საქმიანობის სათანადო დონეზე წარმართვასთან არის დაკავშირებული. კვლევის ძირითადი შედეგის თანახმად, სპეციალიზაციის არჩევის თავისებურებასა და მის ქმედითობას შრომითი განწყობის ორი ძირითადი მახასიათებელი, კერძოდ, მოლოდინი და ვალენტობა განსაზღვრავს.

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