АНОТАЦІЇ

Петрова Л. Г. Соціально-психологічні чинники задоволеності професійною діяльністю менеджера з персоналу. – Рукопис.
Дисертацію присвячено аналізу соціально-психологічних чинників, які впливають на рівень задоволеності професійною діяльністю менеджерів з персоналу. На основі даних сучасних наукових джерел розкрито поняття задоволеності професійною діяльністю як психологічного феномену. Обґрунтовано соціально-психологічні чинники, які можуть впливати на рівень задоволеності професійною діяльністю.
В дисертації емпірично досліджено та визначено комплекс соціально-психологічних чинників, які пов'язані із задоволеністю професійною діяльністю менеджерів з персоналу. Результатом аналізу одержаних даних стали «психологічні портрети», типові для менеджерів з середнім та високим рівнями задоволеності професійною діяльністю.
Висвітлено результати ефективності впровадження програми психологічного тренінгу особистісно-професійного розвитку, спрямованої на сприяння особистісного та професійного зростання менеджера з персоналу, розвитку його творчої унікальності, досягнення ним оптимального рівня задоволеності професійною діяльністю.
Ключові слова: задоволеність професійною діяльністю, соціально-психологічні чинники, менеджер з персоналу, особистісно-професійний розвиток, психологічний тренінг.
Представлены результаты эффективности внедрения программы психологического тренинга личностно-профессионального развития, которая направлена на содействие личностному и профессиональному росту менеджера по персоналу, развития его творческой уникальности, достижения им оптимального уровня удовлетворенности профессиональной деятельностью.

Ключевые слова: удовлетворенность профессиональной деятельностью, социально-психологические факторы, менеджер по персоналу, личностно-профессиональное развитие, психологический тренинг.

L. Petrova. Socio-psychological factors of satisfaction with the personnel manager professional activities. – Manuscript.

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The thesis is devoted to the analysis of the social and psychological factors that influence to satisfaction with the personnel managers professional activities. On the ground of the modern scientific sources a concept of satisfaction with the professional activities as a psychological phenomenon was disclosed. There were explained the social and psychological factors that can affect on the level of satisfaction with the professional activities. It was determined, that when investigating the social and psychological factors that influence over the satisfaction level by the professional activities of the personnel managers, the impact of motivation for the professional activities on the level of satisfaction with the professional activities must be considered. The psychological characteristics of the personnel manager professional activities were analyzed. This is a specialist who combines professional knowledge and skills in the field of selection, adaptation, evaluation, training, motivation of personnel, has all the necessary tools and techniques of efficient personnel management.

In this thesis was determined experimentally the list of social and psychological factors that affect on the level of satisfaction with the professional activities of the personnel managers and also were established the links between them. The results of diagnostics of the social and psychological factors of satisfaction with the professional activities were described. They are divided into the social and demographic factors such as: age, gender, experience as a personnel manager, education level, marital status, presence of children and their quantity, level of material security. The professional factors are the following: content of work, achievements in work, relationships with the employees, relationships with the superiors, the level of aspirations in the professional activities, working conditions, professional responsibility. The individual and psychological characteristics are the following: life values and values in the professional activities, motivation, social and psychological attitudes, communication and organizational skills. The analysis of differences of the individual and psychological characteristics that influence over satisfaction with the personnel managers professional activities was maid. The result of the analysis of the obtained data were «the psychological portraits» typical for the personnel managers of average and high levels of satisfaction with the professional activities.
The results of the efficiency of the molding stage of the thesis research were illustrated. Is developed the program of psychological training of personal and professional development directed at the increase of the level of satisfaction with the personnel managers professional activities who demonstrated the average level. Was made an analysis of changes of the levels of satisfaction with the personnel managers professional activities that have taken place as a result of the training application. The recommendations of the optimization of satisfaction of the personnel managers with their own professional activities were offered. There was highlighted in detail the program of author's training, presented an information about its testing and effectiveness of implementation, which strongly suggests the positive dynamics of changes of the level of satisfaction with the personnel managers professional activities. This training delivery helped the personnel managers, in the participants' opinion, to get such positive results: to form confidence of the training participants in the significance of the own personality in their lives and to create the psychological conditions for self-revelation; to redefine the work and professional activities ethic, to determine the value of their own labor activity, to update the ideas of work, career and professional activities, to create new values of their own professional activities; to form skills of self-perception, self-approval, positive thinking, to analyze the attitude to their own victories and failures; to realize their life experience and to try to plan and predict their own future; to learn to develop their own personal responsibility for their own thoughts, feelings and actions as a condition for full conscious life; to redefine their own unique way of life, values and life potential; to develop the capacity to the self-motivation of the professional activities. There are presented the measures that will be able to maintain at the optimal high level the satisfaction with the professional activities of the personnel managers in the commercial organizations.

Key words: professional activity satisfaction, social and psychological factors, personnel manager, personal and professional development, psychological training.