

NOTAS HISTÓRICAS Y GEOGRÁFICAS

Artículos

PROFESSIONAL RELEVANCE OF POTENTIAL LABOR EMIGRANTS

DEMANDA PROFESIONAL DE TRABAJADORES MIGRANTES POTENCIALES

Olena Blynova

Kherson State University, Ukraine
elena.blynova@gmail.com
<https://orcid.org/0000-0003-3011-6082>

Serhii Derevianko

Vasyl Stefanyk Precarpathian National University, Ukraine
smderevianko@gmail.com
<https://orcid.org/0000-0003-3848-7072>

Oksana Ivanova

Taras Shevchenko National University of Kyiv, Ukraine
ok.ko176@gmail.com
<https://orcid.org/0000-0003-1439-7996>

Ihor Popovych

Kherson State University, Ukraine
ihorpopovych999@gmail.com
<https://orcid.org/0000-0002-1663-111X>

Juan Guillermo Estay Sepúlveda

Universidad Católica de Temuco, Chile.
Universidad Adventista de Chile, Chile.
Universidad de Salamanca, España.
jges@usal.es
<https://orcid.org/0000-0001-7348-5529>

Recibido el 12 de septiembre de 2021

Aceptado el 09 de enero de 2022

Resumen

El objetivo es determinar la demanda profesional de la formación de política migratoria en el contexto de la geografía social y los determinantes socio-psicológicos del comportamiento de migrantes. Se realizó un estudio empírico entre las personas que pedían asesoramiento de instituciones oficiales, agencias, entidades económicas que ayudan a buscar puestos de trabajo vacantes y emplean a los ciudadanos de Ucrania en el extranjero.

Palabras Clave: Geografía social, Comportamiento migratorio, Política migratoria, Identidad profesional.

Abstract

The purpose is to examine professional relevance in the formation of migration policy in the dimensions of social geography and social-psychological determinants of emigrants' behavior. We conducted empirical research involving people who applied for consultation to official institutions, agencies and economic entities dealing with search for job vacancies and employment of Ukrainian citizens abroad.

Keywords: Social geography, Migratory behavior, Migration policy, Professional identity.

Para citar este artículo:

Blynova, Olena; Derevianko, Serhii; Ivanova, Oksana; Popovych, Ihor y Estay Sepúlveda, Juan Guillermo. Professional relevance of potential labor emigrants. Revista Notas Históricas y Geográficas, número, 29 Julio – Diciembre, 2022: pp. 88 – 106.

1. INTRODUCTION

The study examines a highly topical problem in the global dimension. Its importance is determined by a social-economic component, regularities of the territorial organization of social infrastructure, geographical environment and behavioral determinants of the participants of migration processes. Scientists from different fields of knowledge examining migration processes believe that a continuous increase in the number of emigrants from Ukraine seeking employment shows inability of many citizens to realize themselves in their native country that causes considerable economic, social, cultural and psychological losses¹. Modern studies on virtual and intellectual labor migration² are interesting from this point of view. When examining professional identification of labor migrants, we are guided by the opinion that the level of self-realization in productive professional activity determines the level of general psychological well-being of adults³. Currently the problem of professional realization is a problem of social realization, and its research area enlarges to the system of identifying relationships “individual–profession–society”⁴. It is social realization of a professional that allows considering it not as self-realization related to an individual’s interests and is evaluated from the position of the suitability of a profession, but as realization oriented from the outside, manifesting itself as professional actions, used by society to evaluate how a particular profession and a professional comply with interests and demands of this society. Professional activity is described in scientific literature not only in terms of responsibilities, abilities and skills, but also in terms of such characteristics as prestige, education level, income, social significance of a job and power, i. e. in terms of basic concepts determining social mobility. We consider professional identity as a dynamic structure affecting an individual’s ideas about a professional group, their place in that group, accompanied by the acceptance of their own professional affiliation⁵.

90

¹ E. M. Chernina, “The Role of Migration Experience in Migrants’ Destination Choice”, *IZA Journal of development and migration iza journal of development and migration* vol. 11 n 1 (2020); E. O. Gasparovich; E. V. Dongauzer & E. M. Duyar, “Psychology of the modern migrant in the context of the digitalization of society”, *Human development in the modern world*, n 4 (2019): 66-76 and S. A. Kuznetsova. “Migration attitudes as a subject of socio-psychological research”, *Social psychology and society*, n 4 (2013): 34-45.

² J. Novotney; M. Fejtrova & L. Jungwiertova, “Postgraduate migration behaviour of international university students supported from the Czech Development Cooperation scholarships”, *Popul Space Place*, (2020): 2361; V. R. Sagitova. “Virtual labor migration: conflict-generating factors”, *Science. Society. Defense. Moscow* vol. 8 n 2 (2020): 20-20 and V. S. Sobkin; M. M. Smyslova & Yu. O. Kolomiets, “Migration attitudes of graduate students: on the issue of “brain drain”, *Psychological-Educational Studies*, vol. 12 n 3 (2020): 61-79.

³ J. B. Barbour, & J. C. Lammers, “Measuring professional identity: a review of the literature and a multilevel confirmatory factor analysis of professional identity constructs”, *Journal of Professions and Organization*, vol. 2 n 1 (2015): 38-60; E. V. Haritonova, *Psychology of social and professional relevance of the individual* (Moscow: Institute of Psychology RAS, 2014) and V. R. Manukyan & A. A. Trubitsina. “Professional identity and subjective well-being of senior students”, *Petersburg psychological journal*, n 26 (2019): 1-18.

⁴ E. P. Ermolaeva, “Multidisciplinary approach in the “Person-profession-society” model”, *Organizational psychology and labor psychology*, vol. 2 n 1 (2017): 3-22.

⁵ J. B. Barbour & J. C. Lammers, “Measuring professional identity: a review of the literature and a multilevel confirmatory factor analysis of professional identity constructs”, *Journal of Professions and Organization*, vol. 2 n 1 (2015): 38-60; E. M. Kochneva & M. A. Blokhina, “The crisis of professional identity of young professionals”, *World of Science. Pedagogy and psychology*, vol. 3 n 8 (2020); O. A. Nor-Arevyan; O. Yu. Posuhova & A. M. Shapovalova, “Professional identity as a subject of research practices”, *Social and humanitarian knowledge*, n 11 (2016): 65-75 and N. E. Vodopyanova & O. O. Gofman, “Professional identity from the point of view of the subject-resource approach”, *Bulletin of Tver State University. Series: Pedagogy and Psychology*, n 2 (2016): 6-17.

The development of professional identity occurs in a non-linear way. It goes through identity crises – the periods when there is a conflict between the configuration of identity elements at a particular moment and social conditions of an individual’s life. We agree with the conclusions made by N. Ivanova and T. Morton⁶ that professional identity in the continuum “personal–social” is closer to a social pole and has characteristics of social identity (self-determination in a social group, acceptance of group membership, categorization and comparison in acquiring and transforming identity, the effect of intergroup discrimination etc.).

Purpose of the research is to determine the impact of the experience of professional relevance on the formation of migratory behavior.

Hypothesis. Crisis of an individual’s professional identity, in particular, the experience of professional irrelevance, is an incentive for migratory behavior.

2. MATERIAL AND METHODS

Methodology. L. Shneider⁷ conducted fundamental research on professional identity where it is considered as an objective and subjective unity with professional characteristics (standards, roles and statuses) of an individual. Professional identity is a psychological category determining the awareness of affiliation with a particular profession and a particular professional community. At the same time, professional identity is determined by social-geographical, historical, political and economical categories. Professional identity contains cognitive, emotional and behavioral components. Realization of emotional-evaluative and cognitive components of identity occurs through behavioral manifestations, and identity integrity manifests itself in this unity. At a behavioral level, identity is a result of solving vital problems, each life choice is based on personal values and meanings and has an impact on the processes of identity development. Thus, we can talk about well-developed (mature) professional identity, when an individual having particular basic education, some professional knowledge and skills, clearly realizes that he or she is a professional in this area (a cognitive component of professional identity), has a positive attitude towards it, a system of professional-ethical opinions (an emotional-evaluative component) and demonstrates appropriate professional qualities in professional activity (a behavioral component).

We think that an emotional-evaluative component of professional identity, if it has a negative valence in terms of the job content or payment, performs a regulatory function in the formation of migration intentions of an individual. Professional identity in the concept of *professiogenesis* by E. Ermolaeva⁸ is considered as a component of personal identity, ensuring successful professional development of an individual. The scientist believes that professional identity is a regulator performing a stabilizing and transforming function. E. Ermolaeva indicates that professional identity develops only at sufficiently high levels of professional development and becomes stable

⁶ N. L. Ivanova & T. Morton, “The problem of social identity in the study of organizations: basic approaches”, *Questions of state and municipal administration*, n 3 (2010): 89-102.

⁷ L. B. Shneider, *Personal, gender and professional identity: theory and methods of diagnosis*. Teaching manual (Moscow, MPSI, 2007).

⁸ E. P. Ermolaeva, *Multidisciplinary approach ...*

coordination of the basic elements of a professional process, i.e. coordination of real and ideal professional images of the “Self”. According to structural components of professional relevance, it is possible to systematize the mechanisms of its development: “I was able to ...” (the mechanisms of timely evaluation and management of resources), “I belong to ...” (the mechanisms of identification, joining a group), “I have attained self-realization...” (the mechanisms of realization in professional activity), “I am able to ...” (the mechanisms of mobilizing professional knowledge, skills and experience), “I am respected ...” (the mechanisms of interpersonal attraction and referentiality), “I am needed for others...” (the mechanisms of evaluating results of one’s own activity).

On the basis of the data of theoretical and empirical analysis of the problem, E. Haritonova developed a system of functional components of social-psychological relevance of an individual: socially-oriented characteristics; personally-oriented characteristics; professionally-oriented characteristics⁹. E. Haritonova considers professional relevance of an individual as a multi-level, hierarchical meta-system of subjective attitudes of an individual towards him/herself as towards a professional “significant for others”, which is related to other psychological phenomena (activeness, content, value, external environment, communication, professional activity etc.)¹⁰. An individual is considered professionally relevant and significant for others, when evaluating him/herself and/or being evaluated by others as someone needed, useful, significant and productive. In the development of the methodology and construction of the empirical picture of the research, a key role was played by the approved psycho-diagnostic instruments and basic principles of the research on adaptation processes in educational-professional activity¹¹, safety of educational space¹², sporting activities¹³ and other activities¹⁴ related to realization of human

⁹ E. V. Haritonova. Psychology of social and professional relevance of the individual (Moscow. Institute of Psychology RAS, 2014).

¹⁰ E. V. Haritonova. Psychology of social ...

¹¹ I. Popovych; O. Blynova; S. Kuzikova; T. Shcherbak; V. Lappo & R. Bilous, “Empirical research of vitality of representatives of parachuting and yoga practice: a comparative analysis”, *Journal of Physical Education and Sport*, vol. 21 n 1 (2020): 218-226 and I. Popovych; O. Blynova; J. L. Nass Álvarez; P. Nosov y S. Zinchenko. “A historical dimension of the research on social expectations of an individual”, *Revista Notas Históricas y Geográficas*, n 27 (2021): 190-217.

¹² O. Blynova; V. Lappo; V. Kalenchuk; O. Agarkov; I. Shramko; L. Lymarenko & I. Popovych, “Corporate Culture of a Higher Education Institution as a Factor in Forming Students’ Professional Identity”, *Revista Inclusiones*, vol. 7 num Esp (2020): 481-496; V. Kobets; V. Liubchenko; I. Popovych & S. Koval, “Institutional Aspects of Integrated Quality Assurance of Study Programs at HEI Using ICT”, *CEUR Workshop Proceedings*, n 2833 (2021): 83-92.

¹³ I. Popovych; O. Blynova; P. Nosov; S. Zinchenko & O. Kononenko, “Psychological factors of competitiveness of the women’s youth handball team”, *Journal of Physical Education and Sport*, vol. 21 n 1 (2021): 227-235 and I. Popovych; O. Blynova; O. Savchuk & I. Halian, “Self-efficacy of future athletes with different levels of psychological safety”, *Journal of Physical Education and Sport*, vol. 20 n 5 (2020): 2718-2724.

¹⁴ I. Halian; N. Machynska; S. Lozynska; L. Nos; Yu. Derkach; M. Prots & I. Popovych, “Tolerance of uncertainty as a component of the process of life-creation of future educators”, *Revista Inclusiones*, vol: 7 num (SI) (2020): 512-528; I. Popovych; O. Blynova; O. Savchuk; V. Zasenko & L. Prokhorenko, “Expectations of a winning result in women’s handball team: comparison of different age groups”, *Journal of Physical Education and Sport*, vol. 20 n 5 (2020): 2709-2717; I. Popovych; M. Pavliuk; A. Hrys; O. Sydorenko; A. Fedorenko & T. Khanetska, “Pre-game expected mental states in men’s mini-football teams: a comparative analysis”, *Journal of Physical Education and Sport*, vol. 21 n 2 (2021): 772-782 and I. S. Popovych & O. Ye. Blynova, “Research on the Correlation between Psychological Content Parameters of Social Expectations and the Indexes of Study Progress of Future Physical Education Teachers”, *Journal of Physical Education and Sport*, vol. 19(SI 3) (2019): 847-853.

potential¹⁵ aimed at adaptation to difficult conditions on the verge of excessive psychophysical loads¹⁶. The research also used the approved methods with a distinct historical-geographical aspect¹⁷.

Participants. 53 individuals took part in the research, 37 of them were registered in Kherson regional employment center (Kherson, Ukraine) and applied for consultation concerning employment opportunities abroad, 16 of them applied to official institutions and agencies and economic entities dealing with activities related to searching for job vacancies and employment of Ukrainian citizens abroad. The control group consisted of the dwellers of Kherson region (Ukraine), who were employed at the time of completing a questionnaire and had no intentions to go abroad (41 individuals). Age and sex distribution in both samples was almost identical.

Procedures and Instruments. The complex of psycho-diagnostic instruments included the following methods: the method “Professional relevance of an individual” E. Haritonova (2014)¹⁸; “The questionnaire of identity styles” M. Berzonski (adapted by E. Belinskaya and I. Bronin, 2014)¹⁹; “Five-factor personality questionnaire” (adapted by L. Burlachuk and D. Korolev, 2000)²⁰.

¹⁵ O. Khmiliar; I. Popovych; A. Hrys; M. Pavliuk; N. Zavatska; O. Lytvynenko & O. Blynova, “Spatial Regulation of Personality Behavior in the Conditions of Progression of the COVID-19 Pandemic”, *Revista Inclusiones*, vol: 7 num (SI), (2020): 289-306; I. S. Popovych & O. Ye. Blynova, “The Structure, Variables and Interdependence of the Factors of Mental States of Expectations in Students’ Academic and Professional Activities”, *The New Educational Review*, vol. 55 n 1 (2019): 293-306; I. Popovych; A. Shevchenko; L. M. Galvez y K. Klenina, “Estudio de la relación entre la discapacidad social y las orientaciones valorativas de los jóvenes”, *Revista Notas Históricas y Geográficas*, n 26 (2021): 241-268; I. S. Popovych; V. Yu. Zavatskyi; Ie. V. Geyko; O. I. Halian; Yu. A. Zavatskyi & I. H. Radul, “Research on the Structure, Variables and Interdependence of the Factors of Tourists’ Mental States of Expectation for Leisure in Ukraine”, *Revista ESPACIOS*, vol. 40 n 37 (2019) and R. Shevchenko; V. Cherniavskyi; S. Zinchenko; M. Palchynska; S. Bondarevich; P. Nosov & I. Popovych, “Research of psychophysiological features of response to stress situations by future sailors”, *Revista Inclusiones*, Vol: 7 num (SI) (2020): 566-579.

¹⁶ P. Nosov; A. Ben; S. Zinchenko; I. Popovych; V. Mateichuk & H. Nosova, “Formal approaches to identify cadet fatigue factors by means of marine navigation simulators”, *CEUR Workshop Proceedings*, n 2732 (2020): 823-838; P. Nosov; S. Zinchenko; A. Ben; Y. Prokopchuk; P. Mamenko; I. Popovych; V. Moiseienko y D. Kruglyj, “Navigation safety control system development through navigator action prediction by Data mining means”, *Eastern-European Journal of Enterprise Technologies*, vol. 2 n 9 (110) (2021): 55-68; P. S. Nosov; S. M. Zinchenko; I. S. Popovych; A. P. Ben; Y. A. Nahrybelnyi & V. M. Mateichuk, “Diagnostic system of perception of navigation danger when implementation complicated maneuvers”, *Radio Electronics, Computer Science, Control*, n 1 (2020): 146-161; O. Solovey; A. Ben; S. Dudchenko & P. Nosov, “Development of control model for loading operations on Heavy Lift vessels based on inverse algorithm”, *Eastern European Journal of Enterprise Technologies*, vol. 5 n 2 (107) (2020): 48-56. S. M. Zinchenko; A. P. Ben; P. S. Nosov; I. S. Popovych; P. P. Mamenko & V. M. Mateichuk, “Improving the accuracy and reliability of automatic vessel motion control system”, *Radio Electronics, Computer Science, Control*, n 2 (2020): 183-195 and S. Zinchenko; O. Tovstokoryi; P. Nosov; I. Popovych; V. Kobets & G. Abramov, “Mathematical Support of the Vessel Information and Risk Control Systems”, *CEUR Workshop Proceedings*, n 2805 (2020): 335-354.

¹⁷ J. G. Estay Sepúlveda; A. Barrientos-Báez; M. Lagomarsino Montoya; A. V. Burgos & A. Monteverde Sánchez, “En torno al neoliberalismo: la democracia amenazada”, *Revista Notas Históricas y Geográficas*, n 26 (2021): 208-240.

¹⁸ E. V. Haritonova. Psychology of social ...

¹⁹ E. P. Belinskaya & I. D. Bronin, “Adaptation of the Russian-language version of the identity styles questionnaire M. Berzonski”, *Psychological research*, vol. 7 n 34 (2014): 12-17.

²⁰ L. F. Burlachuk & D. K. Korolev, “Adaptation of the questionnaire for the diagnosis of five personality factors”, *Psychology Issues*, n 1 (2000): 126-134.

The method “Professional relevance of an individual” diagnoses the level of professional relevance of an individual and their individual profile including the indexes reflecting the attitude towards him/herself as a professional; affiliation with a professional community and society on the whole; the experience of professional relevance; attitude towards him/herself as a competent and reputable professional; evaluation of professional activity and its results; acceptance of others’ attitude and self-attitude as towards a significant professional. It contains the following scales: “Satisfaction with realization of professional potential” (SRPP); “Affiliation with a professional community” (APC); “Experience of professional relevance” (EPR); “Professional competence” (PC); “Professional authority” (PA); “Evaluation of the results of professional activity” (ERPA); “Attitude of others” (AO); “Self-attitude” (SA). The questionnaire contains 47 statements provided with 4 variants of answers. The idea of offering statements with four suggested answers, as the author of the method expects, allows reducing the probability of socially approved answers, eliminating the problem of choosing “average” answers and avoiding the inclination to agree. Points from 1 to 4 (“Correct” – 4 points, “Probably, correct” – 3 points, “Probably, incorrect” – 2 points, “Incorrect” – 1 point) are added for the answers to direct statements. Points from 4 to 1 (“Correct” – 1 point, “Probably, correct” – 2 points, “Probably, incorrect” – 3 points, “Incorrect” – 4 points) are added for the answers to inverse statements. The results are processed using the key to the method.

The questionnaire of identity styles by M. Berzonski (adapted by E. Belinskaya and I. Bronin, 2014). M. Berzonski²¹ implies that people use information related to identity differently and differentiates between three identity styles: informational, normative and diffused styles characterized in the following way: 1) Informational Style Identity. People with this identity style try to obtain maximum information in a situation of choice before they make a decision on importance of the aim for themselves, significance of this or that idea and value, this or that direction of their development; 2) Normative Identity Style. When individuals have a normative identity style, they are not inclined to search for information on their own and believe that it is better to follow family traditions, social and/or group standards, i. e. follow ready-made or socially desirable variants of a decision; 3) Diffused/Avoidant Identity Style. When individuals have a diffused identity style, they live without a distinct position (identity), make decisions and find answers spontaneously in the course of a particular situation of social interaction or postpone making decisions for an indefinite period. In addition to these three identity styles, M. Berzonski suggests a scale of favor (devotion) reflecting the degree of an individual’s inclination to follow their opinions or, on the contrary, to change them constantly.

We assume that a respondent has this or that identity style if the points exceed the average points by distribution, and the points by other identity styles are, on the contrary, less than the average points by distribution.

In order to establish personality traits determining the formation of migration intentions, we used “Five-factor personality questionnaire” (adapted by L. Burlachuk and D. Korolev)²². The five-

²¹ E. P. Belinskaya & I. D. Bronin. Adaptation of the Russian-language ...

²² L. F. Burlachuk & D. K. Korolev. Adaptation of the questionnaire...

factor personality pattern was called “big five” or OCEAN by the abbreviation of the first letters: Openness to experience, Conscientiousness, Extraversion, Agreeableness, Neuroticism. The authors of the method are R. McCrae and P. Costa, we used the variant adapted by L. Burlachuk and D. Korolev.

Statistical analysis. Statistical processing of the empirical data was performed by means of the statistical program “SPSS” v. 23.0 and MS “Excel”. Arithmetic mean value of parameters (M) and mean-square deviation (SD) were calculated. The differences between the groups under study were calculated by means of Fisher’s angle transformation criterion.

3. RESULTS

The results by the questionnaire “Professional relevance of an individual” (E. Haritonova) are presented in Tabl. 1.

Scale*	M	SD
Satisfaction with realization of professional potential (SRPP)	19.82	2.78
Affiliation with a professional community (APC)	21.08	2.53
Experience of professional relevance (EPR)	19.56	2.69
Professional competence (PC)	26,12	3.07
Professional authority (PA)	24.63	3.11
Evaluation of the results of professional activity (ERPA)	20.51	2.54
Attitude of others (AO)	24.86	2.75
Self-attitude (SA)	25.78	2.68
General level of professional relevance (GLPR)	24.16	3.04

Note: * the title of the scales in the table corresponds to the scale pole with high points; M – arithmetic mean; SD – mean square deviation.

Table 1

Arithmetic means and mean square deviations by the scales of the questionnaire “Professional relevance of an individual” (E. Haritonova) in the sample of potential labor migrants (n = 53)

Using the results of the questionnaire “Professional relevance of an individual” we determined the level of the trait manifestation lower than the average in comparison with the test standards by the following scales: “Satisfaction with realization of professional potential” (SRPP) (M = 19.82; SD = 2.78); “ Affiliation with a professional community” (APC) (M = 21.08; SD = 2.53); “Experience of professional relevance” ((EPR) (M = 19.56; SD = 2.69); “ Evaluation of the results of professional activity” (ERPA) (M = 20.51; SD = 2.54), showing that people who apply for information about employment opportunities abroad to different agencies and organizations, i.e. potential migrants, manifest distinct dissatisfaction with professional self-realization, their professional relevance and results of their professional activity. We can assume that there is no professional community, affiliation with which would be highly evaluated by a potential migrant.

Having compared the obtained data with normative indexes by the scale “Professional authority” (PA) we obtained the average level of manifestation of this characteristic ($M = 24.63$; $SD = 3.11$); the parts of the sample of potential labor migrants with a high and higher than the average level of professional authority and, respectively, with a low and lower than the average level of professional authority are nearly equal by the number of people.

We obtained points, which are a bit higher than the average normative points, by the scales “Professional competence” (PC) ($M = 26.12$; $SD = 3.07$); “Attitude of others” (AO) ($M = 24.86$; $SD = 2.75$); “Self-attitude” (SA) ($M = 25.78$; $SD = 2.68$).

In order to perform comparative analysis and prove a statistical difference between two samples at the next stage of our research, we used Fisher’s angle transformation criterion (Tabl. 2). We compared the percentage of participants from each subgroup who have a high level of manifestation of the index under study (Group 1 – potential labor migrants ($n_1=53$); Group 2 – control group ($n_2=41$)).

Index name	Group 1 ($n_1=53$), %	Group 2 ($n_2=41$), %	Fisher’s criterion	Level of significance, p
Satisfaction with realization of professional potential (SRPP)	11.32	34.14	2.68	$p \leq .01$
Affiliation with a professional community (APC)	13.20	31.70	2.16	$p \leq .05$
Experience of professional relevance (EPR)	9.43	26.82	2.23	$p \leq .05$
Professional competence (PC)	16.98	24.39	.87	–
Professional authority (PA)	15.09	17.07	.249	–
Evaluation of the results of professional activity (ERPA)	7.54	21.95	2.11	$p \leq .05$
Attitude of others (AO)	15.09	24.39	1.13	–
Self-attitude (SA)	9.43	14.63	.77	–

Table 2

Differences between the groups by the indexes of the questionnaire “Professional relevance of an individual” (E. Haritonova) ($n_1=53$; $n_2=41$)

We found statistically significant differences between Group 1 and Group 2 by some parameters. Group 1 (potential labor migrants) have much lower indexes in comparison with Group 2 (control group – individuals who have no migration intentions) by the index “Satisfaction with realization of professional potential” (SRPP) ($\phi_{emp.} = 2.68$; $p \leq .01$); Group 2 are characterized by

more awareness and positive opinion on affiliation with a professional community (APC) ($\varphi_{emp.} = 2.16$; $p \leq .05$). There are also distinct differences between the samples under study by the index “Experience of professional relevance” (EPR) ($\varphi_{emp.} = 2.23$; $p \leq .05$). The indexes by the scale “Evaluation of the results of professional activity” are also lower in the group of potential migrants ($\varphi_{emp.} = 2.11$; $p \leq .05$), that proves a lack of realization of their professional potential, low opinion on the things happening currently in an individual’s professional life, and on their prospects and career opportunities.

We determined that the level of self-attitude, opinion on the attitude of other people as towards a competent and reputable professional and awareness of their own competence remains at a sufficiently high level. The scales of the method “Professional relevance of an individual” (E. Haritonova), “Professional competence” (PC), “Professional authority” (PA), “Attitude of others” (AO), “Self-attitude” (SA) did not show statistically significant differences between Group 1 and Group 2.

Using the questionnaire of identity styles by M. Berzonski (adapted by E. Belinskaya and I. Bronin), we tried to determine the style of processing information by potential labor migrants (Tabl. 3).

Scale*	M	SD
Informational identity style	15.71	1.94
Normative identity style	11.86	2.03
Diffused identity style	19.07	1.72
Scale of devotion (favor)	13.34	1.65

Note: * the title of the scales in the table corresponds to the scale pole with high points; M – arithmetic mean; SD – mean square deviation.

Table 3

Arithmetic means and mean square deviations by the scales of the questionnaire “Identity styles” by M. Berzonski (adapted by E. P. Belinskaya, I. D. Bronin) in the sample of potential labor migrants (n = 53)

The results by the scales of the questionnaire “Identity styles” (E. Belinskaya and I. Bronin) show that arithmetic means in the sample of potential labor migrants by the scales “Informational style of identity” (M = 15.71; SD = 1.94) and “Normative style of identity” (M = 11.86; SD = 2.03) correspond to the average standardized opinions, therefore this research sample has no significant differences from other similar groups. We also emphasize that the average opinions by the scale “Diffused identity style” (M = 19.07; SD = 1.72) exceed the standardized opinions. We can make a preliminary conclusion that the research sample of potential migrants is characterized by the prevalence of a diffused identity style, i.e. an individual’s decisions depend on a current situation, they have no clear life position, idea of their aims and values, vector of their professional development. This conclusion proves the index by the scale “Devotion (favor)” which is lower than the average (M = 13.34; SD = 1.65), i. e. individuals permanently change their opinions, ideas, thoughts, beliefs and behavior.

In order to determine correlations between the indexes of professional relevance, identity styles and personality traits of the research sample of potential migrants at the next stage of our research, we used Spearman's correlation analysis (Tabl. 4). "Five-factor personality questionnaire" (adapted by L. Burlachuk and D. Korolev) allowed obtaining personality traits.

Indexes of professional relevance	1	2	3	4	5	6	7	8
Satisfaction with realization of professional potential (SRPP)	.281*	–	–	.302*	.317*	–	–	–
Affiliation with a professional community (APC)	–	.285*	–	–	–	–	.364*	–
Experience of professional relevance (EPR)	–	–	.349*	–	.292*	–	–	–
Professional competence (PC)	–	–	.324*	–	.306*	–	–	–
Professional authority (PA)	–	–	–	–	–	.327*	–	–
Evaluation of the results of professional activity (ERPA)	–	–	–	–	–	.319*	–	–
Attitude of others (AO)	–	–	–	–	–	–	.356*	–
Self-attitude (SA)	–	–	–	–	–	–	.348*	–

Note: * – $p \leq .05$; ** – $p \leq .01$; 1) Informational Style Identity; 2) Normative Identity Style; 3) Diffused/Avoidant Identity Style; 4) Scale of favor (devotion); 5) Openness to experience; 6) Conscientiousness; 7) Extraversion; 8) Agreeableness; 9) Neuroticism.

Table 4

Correlations between the parameters of professional relevance, identity styles and personality traits (n = 53)

The correlation analysis showed that there are statistically significant correlations between the scales of the questionnaire of professional relevance and identity styles, in particular: "Satisfaction with realization of professional potential" (SRPP) is correlated with the index "Informational Style Identity" ($r_s = .281$; $p \leq .05$); with the scale "Devotion (favor)" ($r_s = .302$; $p \leq .05$), showing that individuals who aim at obtaining complete, objective and unprejudiced information about important events, in particular, in a professional area, follow a chosen course of behavior while creating their development trajectory, are more satisfied with their professional self-realization.

The scale “Affiliation with a professional community” (APC) is correlated with “Normative style of identity” ($r_s = .285$; $p \leq .05$), that allows assuming that there is correlation between a high opinion on membership in a particular professional group and inclination to subordinate their behavior to some rules, standards, patterns, accepted models, to follow traditions and customs.

According to our data, “Diffused style of identity” causes low opinions on “Experience of professional relevance” (EPR) ($r_s = -.349$; $p \leq .05$); low opinions by the parameter “Professional competence” (PC) ($r_s = -.324$; $p \leq .05$).

We also found statistically significant correlations between the scales of the questionnaire “Professional relevance of an individual” and personality traits obtained by means of “Five-factor personality questionnaire” (adapted by L. Burlachuk and D. Korolev). The correlation analysis showed that there is correlation between the index “Openness to experience” and the scales: “Satisfaction with realization of professional potential” (SRPP) ($r_s = .317$; $p \leq .05$); “Experience of professional relevance” (EPR) ($r_s = .292$; $p \leq .05$); “Professional competence” (PC) ($r_s = .306$; $p \leq .05$). These results prove that individuals who are able to learn, look for new experience and are inclined to innovations, feel more professional relevance, evaluate their professional competence and opportunities for professional self-realization more highly.

According to the data of our research, the index “Conscientiousness” ensures high professional authority (PA) ($r_s = .327$; $p \leq .05$) and a high opinion on the results of professional activity (ERPA) ($r_s = .319$; $p \leq .05$).

The index “Extraversion” is correlated with the scale “Affiliation with a professional community” (APC) ($r_s = .364$; $p \leq .01$), with the scale “Attitude of others” (AO) ($r_s = .356$; $p \leq .05$), with the scale “Self-attitude” (SA) ($r_s = .348$; $p \leq .05$) at a statistically significant level, therefore we can assume that extraversion is a factor of successful adaptation in a professional community, more positive professional self-esteem, self-respect and confidence that an individual’s professional competence is highly evaluated by other people.

4. DISCUSSION

We expect that when individuals experience a crisis of their professional identity, it induces them to make some changes – they try either to change a job or profession, or even to go abroad, i. e. find other variants of their life and professional self-realization. The indexes obtained by the scales “Professional competence” (PC) ($M = 26.12$; $SD = 3.07$); “Attitude of others” (AO) ($M = 24.86$; $SD = 2.75$); “Self-attitude” (SA) ($M = 25.78$; $SD = 2.68$) are higher than the average standardized opinions, they serve as an incentive for the formation of migration intentions for the respondents. It can result from discrepancy between quite high opinions on their professional competence, experience of respect from other people as for a reputable professional and impossibility of self-realization in their country that complies with both the data of our previous research²³ and the results of other scientists²⁴.

²³ O. Blynova; I. Chervinska; V. Kazibekova; H. Bokshan; S. Yakovleva; O. Zaverukha & I. Popovych; “Social and Psychological Manifestations of Professional Identity Crisis of Labor Migrants”, *Revista Inclusiones*, vol. 7 n 3 (2020): 93-105.

²⁴ E. M. Chernina, The Role of Migration... and E. O. Gasparovich; E. V. Dongauzer & E. M. Duyar, Psychology of the modern...

Other studies on labor migration²⁵ prove that, when being abroad, migrants change the character of their job and professional environment, there are inevitable changes in their job prestige, its social significance, material security and education level necessary to do a job, i. e. migrants considerably change a social stratum (group), that, in its turn, causes transformation of the professional image of the “Self”, i. e. a change in professional identity. These conclusions comply with the results obtained in the context of the research on personal determinants of professional relevance in potential labor migrants.

The data of our research allowed discovering that working abroad, as labor migrants think, enables them to have a well-paid job, at the same time they evaluate other possible consequences of labor migration more reservedly: the respondents pay attention to a loss in professional qualification, family destruction, psychological threat for an individual²⁶. It means that migration activity (migration readiness) is caused by a crisis of professional identity, experience of professional irrelevance in their native country²⁷. At the level of social practice, the significance of the research on professional relevance is related to the necessity of finding determinants, conditions and mechanisms of achieving balance in the interrelation of three components of relevance – society, an individual and a profession. Social-psychological relevance of an individual contains the following components: self-efficiency, identification, self-realization, competence, authority and social realization²⁸.

5. CONCLUSIONS

1. We found that potential labor migrants applying to different agencies and organizations to obtain information about employment opportunities abroad have a low and lower than the average level of satisfaction with professional self-realization, their professional relevance and results of their professional activity.

²⁵ O. Blynova y O. Ye, The psychological factors of determination of the labour migrants' adaptation strategies in the country of employment. In: O. Ye. Blynova, Yu. O. Bystrova, I. M. Halian, O. M. Kikinezhdi, etc. Modern research of the representatives of psychological sciences (Lviv-Toruń: Liha-Pres, 2019); O. Ye. Blynova; I. S. Popovych; H. I. Bokshan; O. M. Tsilmak & N. Ye. Zavatska, “Social and Psychological Factors of Migration Readiness of Ukrainian Students”, *Revista ESPACIOS*, vol. 40 n 36 (2019) and O. Blynova; Z. Kisil; T. Tkach; N. Semenova; O. Semenov; S. Kaminska & I. Popovych, “Psychological manifestations of professional marginality of future social welfare professionals”, *Revista Inclusiones*, vol: 7 (SI) (2020): 218-233.

²⁶ O. Blynova; V. Moiseienko; O. Los; I. Burlakova; O. Yevdokimova; M. Toba & I. Popovych, “Assertiveness as a Factor of Students' Choice of Behavior Strategies in Social Interaction”, *Revista Inclusiones*, vol. 7 n 4 (2020): 259-272 and O. Blynova; I. Popovych; N. Semenova; Ye. Kashyryna; O. Ursulenko & O. Kononenko. “Personality Factors of Choosing Adaptation Strategies in a Different Cultural Environment by Labor Migrants from Ukraine”, *Revista Amazonia Investiga*, vol. 9 n 32 (2020): 45-54.

²⁷ S. Milasi, “What Drives Youth's Intention to Migrate Abroad? Evidence from International Survey Data”, *IZA Journal of development and migration*, vol. 11 n 1 (2020) and N. V. Muraschenkova; V. V. Gritsenko & Yu. V. Brazhnik, “A psychological analysis of the migration expectations of compatriots moving to Russia from Ukraine and other countries”, *Psychologist*, n 5 (2017): 77-91.

²⁸ A. Freund; A. Cohen; E. Blit-Cohen & N. Dehan, “Professional Socialization & Professional Commitment in Social Work Students – A Longitudinal Study”, *Academy of Management Proceedings*, vol. 2 n 1 (2014) and I. Popovych; I. Zhigarengo; O. Losiyevska; S. Dovbenko; Ye. Kashyryna; R. Shevchenko, & L. Piletska, “Research of Achievement Motivation's Impact on the Career Orientations of Future Managers of Organization”, *Revista Inclusiones*, vol. 7 num (SI) (2020): 247-263.

2. We determined differences between the group of potential migrants and the group of people who are employed and have no intentions to go abroad by the parameters: “Satisfaction with realization of professional potential” ($p < .01$); “Affiliation with a professional community” ($p < .05$); “Experience of professional relevance” ($p < .05$).

3. We established that a diffused style of identity prevails in the group of potential migrants, decisions of potential migrants concerning important life and professional situations depend on random factors, i.e. we can identify inability to follow a distinct vector of professional development, set a professional aim and choose the ways of its consistent realization.

4. We found that there are correlations between experience of professional relevance and personality traits of potential migrants, i.e. a high opinion on their own professional competence, professional authority and satisfaction with realization of professional potential are determined by openness to experience, communicative organizational skills and a high level of behavioral self-control.

The obtained results make it possible to draw a conclusion that the formation of mature positive professional identity enables an individual to have a clear vision of their professional development and improvement, achieve a high level of competence and find ways of professional development that allows using the results of theoretical analysis and empirical research in practice working with young people and individuals who apply for consultation to employment agencies.

6. REFERENCES

Barbour, J. B. & Lammers, J. C. “Measuring professional identity: a review of the literature and a multilevel confirmatory factor analysis of professional identity constructs”. *Journal of Professions and Organization*, vol. 2 n 1 (2015): 38-60.

Belinskaya, E. P. & Bronin I. D. “Adaptation of the Russian-language version of the identity styles questionnaire M. Berzonski”. *Psychological research*, vol. 7 n 34 (2014): 12-17.

Blynova, O. Ye. The psychological factors of determination of the labour migrants’ adaptation strategies in the country of employment. In: O. Ye. Blynova, Yu. O. Bystrova, I. M. Halian, O. M. Kikinezhd, etc. *Modern research of the representatives of psychological sciences: Lviv-Torun: Liha-Pres*. 2019. 1-17. DOI: 10.36059/978-966-397-118-6/1-17

Blynova, O.; Chervinska, I.; Kazibekova, V.; Bokshan, H.; Yakovleva, S.; Zaverukha, O. & Popovych I. “Social and Psychological Manifestations of Professional Identity Crisis of Labor Migrants”. *Revista Inclusiones*, vol: 7 n 3 (2020): 93-105.

Blynova, O.; Kisil, Z.; Tkach, T.; Semenova, N.; Semenov, O.; Kaminska, S. & Popovych, I. “Psychological manifestations of professional marginality of future social welfare professionals”. *Revista Inclusiones*, vol: 7 (SI) (2020): 218-233.

Blynova, O.; Lappo, V.; Kalenchuk, V.; Agarkov, O.; Shramko, I.; Lymarenko, L. & Popovych, I. “Corporate Culture of a Higher Education Institution as a Factor in Forming Students’ Professional Identity”. *Revista Inclusiones*, vol. 7 num (SI) (2020): 481-496.

Blynova, O.; Moiseienko, V.; Los, O.; Burlakova, I.; Yevdokimova, O.; Toba, M. & Popovych, I. “Assertiveness as a Factor of Students’ Choice of Behavior Strategies in Social Interaction”. *Revista Inclusiones*, vol. 7 n 4 (2020): 259-272.

Blynova, O.; Popovych, I.; Semenova, N.; Kashyryna, Ye.; Ursulenko, O. & Kononenko, O. “Personality Factors of Choosing Adaptation Strategies in a Different Cultural Environment by Labor Migrants from Ukraine”. *Revista Amazonia Investiga*, vol. 9 n 32 (2020): 45-54. DOI: 10.34069/AI/2020.32.08.5

Blynova, O. Ye.; Popovych, I. S.; Bokshan, H. I.; Tsilmak, O. M. & Zavatska, N. Ye. “Social and Psychological Factors of Migration Readiness of Ukrainian Students”. *Revista ESPACIOS*, vol. 40 n 36 (2019).

Blynova, O. Ye. The psychological factors of determination of the labour migrants’ adaptation strategies in the country of employment. In: O. Ye. Blynova, Yu. O. Bystrova, I. M. Halian, O. M. Kikinezhdi, etc. *Modern research of the representatives of psychological sciences: Lviv-Toruń: Liha-Pres*. 2019. 1-17. DOI: 10.36059/978-966-397-118-6/1-17

Burlachuk, L. F. & Korolev, D. K. “Adaptation of the questionnaire for the diagnosis of five personality factors”. *Psychology Issues*, n 1 (2020): 126-134.

Chernina, E. M. “The Role of Migration Experience in Migrants’ Destination Choice”. *IZA Journal of development and migration iza journal of development and migration*, vol. 11 n 1 (2020). DOI <https://doi.org/10.2478/izajodm-2020-0001>

Ermolaeva, E. P. “Multidisciplinary approach in the “Person-profession-society” model”. *Organizational psychology and labor psychology*, vol. 2 n 1 (2017): 3-22.

Estay Sepúlveda, J. G.; Barrientos-Báez, A.; Lagomarsino Montoya, M.; Burgos, A. V. & Monteverde Sánchez, A. “En torno al neoliberalismo: la democracia amenazada”. *Revista Notas Históricas y Geográficas*, n 26 (2021): 208-240.

Freund, A.; Cohen, A.; Blit-Cohen, E. & Dehan, N. “Professional Socialization & Professional Commitment in Social Work Students – A Longitudinal Study”. *Academy of Management Proceedings*, vol. 2 n 1 (2014). <https://doi.org/10.5465/ambpp.2014.10679abstract>

Gasparovich, E. O.; Dongauzer, E. V. & Duyar, E. M. “Psychology of the modern migrant in the context of the digitalization of society”. *Human development in the modern world*, n 4 (2019): 66-76.

Halian, I.; Machynska, N.; Lozynska, S.; Nos, L.; Derkach, Yu.; Prots, M. & Popovych, I. “Tolerance of uncertainty as a component of the process of life-creation of future educators”. *Revista Inclusiones*, vol: 7 num (SI) (2020): 512-528.

Haritonova, E. V. Psychology of social and professional relevance of the individual. Moscow: Institute of Psychology RAS. 2014.

Ivanova, N. L. & Morton, T. “The problem of social identity in the study of organizations: basic approaches”. *Questions of state and municipal administration*, n 3 (2010): 89-102.

Khmiliar, O.; Popovych, I.; Hrys, A.; Pavliuk, M.; Zavatska, N.; Lytvynenko, O. & Blynova, O. “Spatial Regulation of Personality Behavior in the Conditions of Progression of the COVID-19 Pandemic”. *Revista Inclusiones*, vol: 7 num (SI) (2020): 289-306.

Kobets, V.; Liubchenko, V.; Popovych, I. & Koval, S. “Institutional Aspects of Integrated Quality Assurance of Study Programs at HEI Using ICT”. *CEUR Workshop Proceedings*, n 2833 (2021): 83-92.

Kochneva, E. M. & Blokhina, M. A. “The crisis of professional identity of young professionals. World of Science”. *Pedagogy and psychology*, vol. 3 n 8 (2020). <https://mir-nauki.com/PDF/71PSMN320.pdf>

Kuznetsova, S. A. “Migration attitudes as a subject of socio-psychological research”. *Social psychology and society*, n 4 (2013): 34-45. https://psyjournals.ru/social_psy/2013/n4/65403.shtml

Manukyan, V. R. & Trubitsina, A. A. “Professional identity and subjective well-being of senior students”. *Petersburg psychological journal*, n 26 (2019): 1-18.

Milasi, S. “What Drives Youth’s Intention to Migrate Abroad? Evidence from International Survey Data”. *IZA Journal of development and migration*, vol. 11 n 1 (2020). <https://doi.org/10.2478/izajodm-2020-0012>

Muraschenkova, N. V.; Gritsenko, V. V. & Brazhnik, Yu. V. “A psychological analysis of the migration expectations of compatriots moving to Russia from Ukraine and other countries”. *Psychologist*, n 5 (2017): 77-91.

Nor-Arevyan, O. A.; Posuhova, O. Yu. & Shapovalova, A. M. “Professional identity as a subject of research practices”. *Social and humanitarian knowledge*, n 11 (2016): 65-75.

Nosov, P.; Ben, A.; Zinchenko, S.; Popovych, I.; Mateichuk, V. & Nosova, H. “Formal approaches to identify cadet fatigue factors by means of marine navigation simulators”. *CEUR Workshop Proceedings*, n 2732 (2020): 823-838.

Nosov, P.; Zinchenko, S.; Ben, A.; Prokopchuk, Y.; Mamenko, P.; Popovych, I.; Moiseienko, V. Kruglyj, D. “Navigation safety control system development through navigator action prediction by Data mining means”. *Eastern-European Journal of Enterprise Technologies*, vol. 2 n 9 (110) (2021): 55–68. DOI: 10.15587/1729-4061.2021.229237

Nosov, P. S.; Zinchenko, S. M.; Popovych, I. S.; Ben, A. P.; Nahrybelnyi Y. A. & Mateichuk, V. M. “Diagnostic system of perception of navigation danger when implementation complicated maneuvers”. *Radio Electronics, Computer Science, Control*, n 1 (2020): 146–161. <https://doi.org/10.15588/1607-3274-2020-1-15>

Novotney, J.; Feřtrova, M. & Jungwiertova, L. “Postgraduate migration behaviour of international university students supported from the Czech Development Cooperation scholarships”. *Popul Space Place*, n 2361 (2020). <https://doi.org/10.1002/psp.2361>

Popovych, I.; Blynova, O.; Kuzikova, S.; Shcherbak, T.; Lappo, V. & Bilous, R. “Empirical research of vitality of representatives of parachuting and yoga practice: a comparative analysis”. *Journal of Physical Education and Sport*, vol. 21 n 1 (2020): 218-226. DOI: 10.7752/jpes.2021.01029

Popovych, I.; Blynova, O.; Nass Álvarez, J. L.; Nosov, P. y Zinchenko, S. “A historical dimension of the research on social expectations of an individual”. *Revista Notas Históricas y Geográficas*, n 27 (2021): 190-217.

Popovych, I.; Blynova, O.; Nosov, P.; Zinchenko, S. & Kononenko, O. “Psychological factors of competitiveness of the women’s youth handball team”. *Journal of Physical Education and Sport*, vol. 21 n 1 (2021): 227-235. DOI: 10.7752/jpes.2021.01030

Popovych, I.; Blynova, O.; Savchuk O. & Halian, I. “Self-efficacy of future athletes with different levels of psychological safety”. *Journal of Physical Education and Sport*, vol. 20 n 5 (2020): 2718-2724. DOI: 10.7752/jpes.2020.05370

Popovych, I.; Blynova, O.; Savchuk, O.; Zasenka, V. & Prokhorenko, L. “Expectations of a winning result in women’s handball team: comparison of different age groups”. *Journal of Physical Education and Sport*, vol. 20 n 5 (2020): 2709-2717. DOI: 10.7752/jpes.2020.05369

Popovych, I.; Pavliuk, M.; Hrys, A.; Sydorenko, O.; Fedorenko, A. & Khanetska, T. “Pre-game expected mental states in men’s mini-football teams: a comparative analysis”. *Journal of Physical Education and Sport*, vol. 21 n 2 (2021): 772-782. DOI: 10.7752/jpes.2021.02096

Popovych, I. S. & Blynova, O. Ye. “Research on the Correlation between Psychological Content Parameters of Social Expectations and the Indexes of Study Progress of Future Physical Education Teachers”. *Journal of Physical Education and Sport*, vol. 19 (SI 3) (2019): 847-853. DOI:10.7752/jpes.2019.s3122

Popovych, I. S. & Blynova, O. Ye. “The Structure, Variables and Interdependence of the Factors of Mental States of Expectations in Students’ Academic and Professional Activities”. *The New Educational Review*, vol. 55 n 1 (2019): 293-306. DOI: 10.15804/tner.2019.55.1.24

Popovych, I.; Shevchenko, A.; Galvez, L. M. y Klenina, K. “Estudio de la relación entre la discapacidad social y las orientaciones valorativas de los jóvenes”. *Revista Notas Históricas y Geográficas*, n 26 (2021): 241-268.

Popovych, I. S.; Zavatskyi, V. Yu.; Geyko, Ie. V.; Halian, O. I.; Zavatskyi, Yu. A. & Radul, I. H. “Research on the Structure, Variables and Interdependence of the Factors of Tourists’ Mental States of Expectation for Leisure in Ukraine”. *Revista ESPACIOS*, vol. 40 n 37 (2019).

Popovych, I.; Zhigarenko, I.; Losiyevska, O.; Dovbenko, S.; Kashyryna, Ye.; Shevchenko, R. & Piletska, L. “Research of Achievement Motivation’s Impact on the Career Orientations of Future Managers of Organization”. *Revista Inclusiones*, vol. 7 num Especial (2020): 247-263.

Sagitova, V. R. “Virtual labor migration: conflict-generating factors”. *Science. Society. Defense. Moscow*; vol. 8 n 2 (2020): 20-20. DOI: 10.24411/2311-1763-2020-10240.

Shevchenko, R.; Cherniavskiy, V.; Zinchenko, S.; Palchynska, M.; Bondarevich, S.; Nosov, P. & Popovych, I. “Research of psychophysiological features of response to stress situations by future sailors”. *Revista Inclusiones*, vol. 7 num (SI) (2020): 566-579.

Shneider, L. B. Personal, gender and professional identity: theory and methods of diagnosis. Teaching manual. Moscow: MPSI. 2007.

Sobkin, V. S.; Smyslova, M. M. & Kolomiets, Yu. O. “Migration attitudes of graduate students: on the issue of “brain drain”. *Psychological-Educational Studies*, vol. 12 n 3 (2020): 61-79. DOI: 10.17759/psyedu.2020120304.

Solovey, O.; Ben, A.; Dudchenko, S. & Nosov, P. “Development of control model for loading operations on Heavy Lift vessels based on inverse algorithm”. *Eastern European Journal of Enterprise Technologies*, vol. 5 n 2 (107) (2020): 48-56. DOI: 10.15587/1729-4061.2020.214856

Vodopyanova, N. E. & Gofman, O. O. “Professional identity from the point of view of the subject-resource approach”. *Bulletin of Tver State University. Series: Pedagogy and Psychology*, n 2 (2016): 6-17.

Zinchenko, S. M.; Ben, A. P.; Nosov, P. S.; Popovych, I. S.; Mamenko, P. P. & Mateichuk, V. M. “Improving the accuracy and reliability of automatic vessel motion control system”. *Radio Electronics, Computer Science, Control*, n 2 (2020): 183–195. <https://doi.org/10.15588/1607-3274-2020-2-19>

Zinchenko, S.; Tovstokoryi, O.; Nosov, P.; Popovych, I.; Kobets, V. & Abramov, G. “Mathematical Support of the Vessel Information and Risk Control Systems”. *CEUR Workshop Proceedings*, n 2805 (2020): 335-354.