

The Correlation of the Main Circle of Roles and Career Anchors of the Modern Woman

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Abstract: In the article the peculiarities of the studying the notion “role” in psychology has been researched theoretically. The peculiarities of the circle of roles have been studied in the article. In the work peculiarities of studying of the notion “role” in psychology has been researched, and also the set of the main roles has been shown. The level of the role lack and excess of modern woman has been found out. The level of realization and importance of the roles and the level of her satisfaction according to the formed circle of have been analyzed. Modern professional motives and the values of the modern woman in career rising. The correlation between the formed circle of roles of modern woman and career anchors are defined.

1 INTRODUCTION

At the modern point of society development the issue of studying the psychological peculiarities of a modern woman, her motivational sphere in the way of reaching the career, and the spectrum of roles, which the woman is ready to accept, raised sharply. The woman mother, the woman-safer of house place of fire are all the roles which complete with the role of business woman, professional.

However, modern woman saves her “house role”, but she proves that she can embody herself in any business, economics, creative, state activity. According to data of the State Ukrainian statistics service, in 2020 the proportion of women on managing positions is 46%. The development of modern society gives an opportunity to watch gradual increasing of amount of the women in government; especially they are in charge of Ministry departments.

Nowadays women organize their own business, they are the founders or co-founders, offer different courses in different spheres of life and they are the main speakers at science and practical conferences. This is the confirmation of the fact that in modern society there are not only men but the women become managers and leaders, breaking the stereotypes about the roles of a woman in society and adding to different spheres of life new changes and their own vision.

Gradually society is going away from the accepted role of the home keeper by the woman in the

past. And e new vision of a woman appears, a woman-manager, a woman-professional, a woman in charge. They master different spheres easily. All the sciences and technologies obey to them, they can control everything. It provides mastering of new social roles, the acceptance and using them in woman’s life. The essential part in building of woman’s career, play professional motives and values. Building on her own career anchors, a woman accepts and brings to life new social roles in different spheres of activity.

In that way the peculiarities of the formed role circle and career anchors of a modern woman are urgent issue nowadays, and the solving of which will help to understand the peculiarities of woman’s career prospects and realization of her professional aims to be achieved.

The aim of our article is to identify the peculiarities the modern woman role circle and to emphasize the interrelationships with professional orientation and motives.

2 BACKGROUND

2.1 Studying the Role

The notion “role” got a wide usage in 1920-1930s. G. Midd (Midd, 1934) and R. Linton (Linton, 1936) are considered to be the founders of this notion. Further the notion “role” was studied by E. Weber, E Durkheim, R. Park. After some time, the theory of

roles found its reflection in the researches by T. Parsons, R. Murton, Ch. Kuli. After some time the role theory found its continuation in the researches by T. Parsons, P. Merton, Ch. Kuli, J. Murr, A. Taller, T. Shibutani, E. Bern, T. Sarbin, Г. Blommer, E. Hoffman and others.

It is important to point out that the notion "role" in Ukrainian psychology became the subject of interest for many scientists. We can emphasize G. Andreeva, L. Bozhovych, P. Gornostay, I. Kon, Z. Miroshnyk, N. Korabliova, L. Karamushky, V. Fedorchuk and others among them.

The reason of their interest of the personal role was big amount of discussions among researchers about how the position of the individual in society defines his behavior. And in what way individual behavior can influence on his/her position in society. Exactly, the opening of this question aroused interest in the roles among the researchers, which an individual do in certain social position.

As we have emphasized, the first person who began to consider the role theory of personality is Georg Herbert Midd, emphasizing the birth and formation of personal self. G. Midd points that a person constantly interacts with society accepting its norms and rules. That is why the prediction of its behavior in different conditions is impossible. It is necessary to point out that a person is a model of those interrelationships, which repeat more often in his/her life. Communicating with other people, bringing to life different roles, the personality becomes certain unit of those roles, which she or he tries on all the time. According to the Mid's "Role is a social function of the personality: appropriate way of people's behavior depending on his/her position in society and the status to the accepted norms" (Midd, 1934).

Social roles are thought to consider in the three dimensions:

- 1) Sociological (the system of role expectations, given by society certain role model);
- 2) Social-psychological (the playing of the role);
- 3) Psychological (inner, imaginary role, which cannot always be realized) (Mid, 1934).

An important part in the role theory is emphasized as "acceptance of the role of the other". Ties notion is understood as imagining of herself on the other person's place that she interacts with in certain period of time and the understanding of the other person's role behavior. Without such appropriates there cannot be interaction, the influence on each other and a

person cannot become a social being, realize importance and responsibility of their own actions and deeds.

Based on the results of the research of the role theory, we can say that self-conscious of an individual is developing at the moment when he/she/ can see him/herself the same as everybody else (Groisman, 1979).

The founder of psychodrama and sociometry famous psychiatrist social psychologist and psychotherapist Jacob Moreno emphasized the fact that the word "role" has Latin origin (rotulus) and it has the translation "roll", which was used in Ancient Greece for writing the texts for prompters.

I am Moreno and I emphasize that every person consists of certain set of the roles. Among such roles the scientist separated: somatic (or psychosomatic) roles, which are conditioned by the needs and emotions of a person, psychic roles which widen the sphere of emotions of a person, social roles which develop in the structure of social interaction; integrative (transcendental) roles, which are called for transferring of a person to the general view of the world (Andreeva & Bogomolova, 2001).

I.S. Kon points out that there is no single definition of the notion "role" and emphasizes that the role is not a certain aspect of behavior, livelihoods of a person which cannot be named organic itself and it is considered as unreal, outer and different from the true one. To be in the role, in her opinion, means to play, pretend, imagine and realize artificiality of our own behavior (Kon, 1970).

In his turn, T. Shabutani differentiates two types of roles – conventional and personal. The conventional role is characterized as certain suggested pattern of behavior which is expected from a person in certain situation. Interpersonal roles are defined with interaction of people with each other.

Further T. Shibutani suggests the notion: "role-playing" and "role-accepting". Role-playing is a kind of person's behavior organization which is appropriate to social norms and role-accepting is certain demand to the person, according to which she/he needs to imagine him/herself on other person's place, to tend imagining how exactly she/he looks with somebody's else eyes.

The majority of the roles which a person accepts are personally insignificant for him/her. We can point out the role of a pedestrian among them, the role of a buyer and so on. The absence or presence of such roles can be considered by a person unnoticly without paying attention and putting a part of him/herself. At the same time few other roles which are exactly connected with its main position are considered as a

part of oneself. Losing of these roles can be considered by a person as inner tragedy (Shibutani, 1998).

Every person has a lot of positions with the appropriate spectrum of roles each. Role aggregate, which is suitable for certain social position, is called role spectrum. Based on this, it can be said that in society does a lot of social roles. Taking it into account the fact which was pointed out by Shibutani, there is an opportunity of role conflict occurrence.

Role conflict is a collision of role demands suggested to a person by society provoked by an opportunity to do all roles simultaneously and it is one of the role stress kinds (Shibutani, 1999).

In his works B.V.O. Yadov accentuates on the fact that the personal role theory is the theory where a personality is characterized by realized and accepted (or having to fulfill) by him/her social role functions determined by social position or social group (Yadov, 1995).

L.I. Bozhovych studying the forming of personality in childhood, consider "role as a mechanism of socialization". Referring to foreign psychologists' studies who study the process of socialization, she opens the sense of the main notions of the role theory, using the following example: a person takes certain position in society and the set of the rights and duties is connected with it. Based on it, society can be seen as a system of interacting positions and a position is a structurally organized unit of society. Role in this interpretation means aggregate of actions which are done by the subject of realization of the taken position (Bozhovych, 2008).

This position is connected not only with the action system but with the expectation system too. The person who takes this or that position, is expected the appropriate actions by the surrounding. And the person itself expects certain attitude to him/herself. Role is organized actions about fulfilling and the position is expectation system (Bozhovych, 2008).

In his works P. Hornostai characterized role position as a place in certain system of social relationships, where social functions change all the time. In Hornostai's opinion the personal role theory is based on the notion "locus of role conflict" which defines the main strategy of person's behavior in role development condition (Hornostai, 2005).

The main contribution in research of the personal role theory was done by Z.M. Miroshnyk. Solving the problem of the elementary teacher's professional role, the author made an accent on the fact that the main meaning of the roles, which a teacher fulfills and the role personal structure is the main aim which should be realized in the process of preparing of a real

professional. The role structure of a person is a psychological creation where role profiles are integrated in constructive models of behavior. The range and the number of roles are defined with variety of social groups, different activities and relationships where a personality is involved and also with needs and interests (Miroshnyk, 2009).

We should pay attention to the research by L. Karamushky who suggested to unite social roles in to two groups:

- Professional-functional roles;
- Social roles.

The first ones are connected with doing only professional activity, the others are characterized with person's activity in other spheres (family, art etc.).

At the same time the author emphasized that both professional-functional and social roles can be varied by themselves (active and passive, group and individual, formal or informal, situational or long-term) (Karamushka, 2003).

Analyzing theoretical basis studying the phenomenon of the role we can conclude, that role is considered as perception, kind of activity, behavior, imagination, stereotype, social function and even set of certain norms.

3 OUR CONTRIBUTION

3.1 The Circle of the Main Roles of Modern Woman

For defining of the repertoire of the modern woman's role range, the methodology "Circle of the main personal roles" has been used by us (Kulikov, 2002). This methodology allows defining the consistence of the main personal roles, their importance, degree of realization, connections between them, and satisfaction with the personality role circle.

146 women took part in the research of the age of 30 to 40 years old living in Krivyi Rih, Ukraine. Analyzing of the research results for the methodology "Circle of the main personal roles" allows us to separate the main roles of modern woman and compare the peculiarities playing roles by a woman, the importance of each:

Table 1: The circle of the main personal roles.

The most frequent roles	Role load	Importance of role
Mother	100%	100%
Wife	98%	96%
Daughter	94%	89%
Friend	74%	69%
Lover	54%	32%
Housekeeper (cleaner, cook etc)	49%	44%
Roles in profession	75%	74%
Roles of the position	52%	39%
Roles of user/owner	13%	5%
Creativity	15%	67%

Significant roles for a woman are role of mother, wife and daughter i.e roles in family relationships. These roles are played almost by all volunteers. The results means that it doesn't depend on development of modern society, its orientation on the woman-professional, woman-careerist, the main and steady roles for women are still the roles in family relationships.

The role of professions doesn't have the first place according to the criteria of its playing, but they are important for modern women. These results are conditioned with the fact that modern woman tends to professional development, her own career prospects, actively promotes it and that's why the mentioned roles are close to important. The roles in a profession for a woman become a priority approaching to historically accept important, roles in family relationships. It is necessary to point out that data of role load and importance of roles in profession almost the same (75%, 74% approximately). It means that woman accepts not only professional roles, plays them and thinks of them as important ones, significant for herself and her development.

We think it is necessary to pay attention to the roles in creative sphere. The importance of these roles is much higher than permanent playing of them. It means that woman wants to develop herself in creative activity, to pay attention to her hobby but the permanent of playing these roles is very low. Taking into account received data in other kinds of roles we can see this role load of modern woman where she is a mother, a wife, and housekeeper, professional. And her source is not enough for realization of the roles in her own creativity, entertainment. It can be cause by the lack of free time, finance or a lack of body and mind strengths.

In our research we think it is important to pay attention to the emotions, which a woman feels during

playing some roles. 90% of female volunteers connect the role-playing in family connections with such positive emotions as love, care, support, warmth among the negative emotions wasting a lot of time, "unsupported" from their close people and self-responsibility. It can be explained in the way that a woman nature is a housekeeper, she tires to create warm relationships in her family and she waits for appropriate attitude from close people, which she cannot get from her husband or children all the time. Exactly these things make her feel negative emotions.

The roles of a cleaner, a housekeeper, a cook are done by 49% of female volunteers. Importance of this role for a woman is really high, close to role-playing frequency. It was found out that this role-playing make woman feel incontinence, irritability to domestic roles. Coming to historical analyzing of women's role positions, we can make a conclusion that the woman who made her rights equal with man's, tends to have her responsibilities, especially housework, to be shared. A man does not agree with such sharing, accepting mostly professional roles and supporting roles. In this case a woman does not get the help she wants, domestic roles take a lot of time, which automatically makes it less for realization of the other roles, as important for a woman (professional, creative etc.), which makes them feel negative emotions due to playing this role.

To analyze data of role lack and excess we can tell about the fact that the majority of women (89%) feel the lack of role-playing. The reason of the role-playing lack can be doing of the roles, which a woman consider as significant ones but she does not get positive emotions from them and at the same time she cannot refuse doing them.

Among the most frequent roles which a woman would like to realize, an actress, an artist, a photographer, a dancer, a traveler can be named. The majority of wanted roles is creative or requiring additional free time, expenses and separation (may by part-time) from role-playing in family, friendly and professional relations.

According to the role excess it was found out that a housekeeper, a councilor, a manager role predominate. The women, who play certain number of roles, in different categories, and continue to play new roles, feel that the role spectrum is overfilling and a woman cannot play a big amount of roles at the same time or change them. Exactly at that time she chooses certain priorities, trying to refuse earlier accepted roles. The woman, who chooses art, self-development, professional development, her own career prospects as her priority, gradually feels negative emotions to her housekeeper role.

The conflict role index proves similar tendency, where the respondents named the roles which interrupt them from playing the other ones. The majority of the volunteers (88%) points out that the professional roles and the roles of working position prevent them from doing the family or firmly roles. 87% of women point out that the role of a mother or a wife conflicts with the professional or working position role (88%).

In the role circle of a modern woman there are both harmonic and disharmonic role relations. The role of a mother and a wife are pointed out by 100% of women, saving positive emotions and the role-playing. But the interest tendency and woman's desire to play professional roles and development occurs. Simultaneous doing of the mentioned categories can lead to their further conflict.

3.2 Anchors

Success is important for any person and it can be introduced in different spheres of person's activity, among which there can be pointed out the stage of self-development, professional achievements a life success.

To identify the major professional motives, studying the system of valuable orientations of a modern woman, her social values towards career and job the methodology by E. Schein "Career anchors" (Schein, 1966).

Based on the results of the methodology we can conclude that the most appropriate career value development orientation is integration of lifestyles (index 8.3) and autonomy, independence for the described women (index 7.9).

The women who choose as a daily routine priority lifestyle integration are characterized with associating of career with general lifestyle, equalize people's, family and career needs. They aim organizational relationships to reflect the respect to their personal and family problems. They build career development in such way that it wouldn't disturb their usual lifestyle. It is important for them to have balance in everything – career, family, personal interests.

Women who choose the autonomy (independence) during building of their career think that the most important thing for work is liberty and independence. Such kind of people tries to free themselves from organizational rules, orders and limits, because they have difficulties with the strict rules and norms, procedures, working day and discipline. They choose to do everything in their own way, pace and their own standards. These people do not let professional activity to interfere their personal life, therefore they

are willing to build independent career in their own way. The most significant task of career development is an opportunity to work independently, to decide where, when, how and what to do for achieving their aims. Career for these people is a way to realize their freedom. The lowest results have shown by the volunteers according to the job stability criteria (index 7,2). These women choose steady reliable job for a long period. They aim to feel safety, defense and an opportunity to predict their lives with a minimal risk to lose their job. These people often associate their job with their career, limiting their choice of career in this way. Short term projects and companies which appeared short time ago which do not have stability and certain reputation, will not make them interested. They appreciate social guaranties, which an employer can offer and as a rule a place of work is chosen in relation with the long term contract and steady position of the company at the market.

Almost at the same level for the volunteers is service (index 6.6) and a company (index 6,7).

The volunteers, who choose a company as the main professional motive, want to create new organizations, goods, services. These people like to create new organizations, goods or to offer their own services, which will be associated with efforts of this person. To work for others and to be employees is difficult for these women. The career aim is creating of something new; organizing of personal business, bringing ideas to life which completely belongs to people. In their opinion, the top of the career is their own business.

Those volunteers, who chose as their main motive service, try to bring to life the ideals and values at work. These people try to realize the main values in their professional life. They want to be useful for other people and society, to see the result of their work, even if they are not material. Having an opportunity to use their talents and experience on effectively their maximum is really important for realization of socially important aim. It is difficult for them to work in the organization which does not fit their values.

It is needed to emphasize that the lowest index was found out according to the place of living stability (index 4.2). These results mean that at current society development stage a woman is ready to build her own career without orientation on certain place of living, she is ready to move to other city or country easily. These women won't stay in one place when they have an opportunity to get a promotion or to realize themselves in career prospects beyond the place of living.

3.3 Interrelations between the Roles and Career Anchors of a Modern Woman

The next stage of analyzing was to identify significant correlation relations between methodologies "Circle of the main personal roles" and "Career anchors", with help of Pearson's correlation analysis.

The first significant correlation relation among the mentioned methodologies was identified between the scales "Professional competence" and A3 (role excessiveness) ($r = -0,342$, at $p < 0,01$). Professional competence means aiming of a person to improve in certain activity sphere develop his abilities in it exactly. It is conditions narrower role circle which will be accepted and realized by a person in professional activity due to their orientation to the activity. Realizing the roles in one kind of professional activity, a woman does not overfill her role spectrum, and at the same time she feels much lower role excessiveness.

According to the scale reverse correlation relation has been found with the scale A7 (conflicting of the roles) ($r = -0,472$, at $p < 0,01$). We can conclude if a woman is oriented to develop her professional abilities in certain sphere and her professional roles connected with this activity, so a possibility of role conflict appearing is much lower, than among the women who are in professional search and try different professional roles.

The reverse correlation relation was found between the scales "Management" and A1 (role load) ($r = -0,779$, at $p < 0,01$). This result gives us the basis to talk about the fact that a woman who oriented to the role of management in her career, who wants to control everything and oriented to effort integration of other people, accepts this role mostly. These women often choose professional roles of this category refusing other roles. That is why woman's role load with management orientation will not reach high level due to low role range, and it is connected mostly with professional roles.

Direct functional connections are found between the scale "Autonomy (independence)" and the methodology scale "Main role circle".

So direct correlation relation according to the scale A6 (realization role deficiency) ($r = 0,365$, at $p < 0,05$). This interrelation can mean that choosing as priority direction of building the career relieving from organizational rules, orders and limits a modern woman tries to realize (simultaneously or gradually) certain number of professional roles, choosing their "own", orienting to the values in career. She tries not to realize the professional roles which do not satisfy

a modern woman's needs, and a desire to accept other new roles appears. In this case a desire to fill her role base becomes strong, that is why high level of realization deficiency can be seen.

The conscience of the described correlation relation is a direct functional relation "Autonomy" with the scale A7 (role conflict) ($r = 0,758$, at $p < 0,01$). Searching for independence in building of career a modern woman is oriented to the sphere where she will be able to do plenty of roles. A woman realizes the role of a boss and employee, a secretary, an accountant and others. In the same sphere she takes many role positions, both enrich her role base and overfill it. Taking into account, that the woman with these motives can change kind of professional activity in her career, so her role load becomes higher. Different roles change or complete one another, and it can become the catalyst for role conflict appearing. The more a woman tries to organize her professional activity autonomously, the higher possibility of the conflict is.

Between the scales "work steady" and A1 (role load) a reverse correlation relation has been found ($r = -0,587$, при $p < 0,01$). The woman, who chooses steady reliable work for long period, tries to find protection, confidence and opportunity of predicting her professional activity. These women often associate their work with the career and put the responsibility for their career on their employer. That is who, the roles which a woman plays, are often connected with that sphere. They are settled and cannot be completed by others, because a woman does not have a wish of new knowledge. Woman role base does not fill and role load does not reach high level.

Reverse functional relation has been found between the scale "Stability of job" and the scale A2 (role lack) ($r = -0,647$, at $p < 0,01$). Choosing the place of work, the woman with stability orientation, tries to get long term contract and steady position in the company, permanent job. In this case she accepts and realizes professional roles according to that sphere where she plans to spend long time. She realizes all professional roles but taking into account that fact that the motive is a permanent job, and she does not try to study and realize new professional roles. That is why with a high motivation job stability index, a woman does not have desire to realize the roles beyond the professional sphere and she does not feel or feels a lack of roles on a low level.

This is connected with the reverse correlation relation which was found by us according the scale A6 (role realization deficiency) ($r = -0,362$, at $p < 0,05$). "Steady" woman realizes her certain

professional roles all the time, giving them importance. New roles in professional activity do not appear, maybe the roles which accepted before are completed and modernized. That is why a woman does not feel the role realization lack because she realizes all her roles steadily.

According to this the reverse correlation relation with the index A7 (role conflict) ($r = -0,368$, at $p < 0,05$). The modern woman who chose a steady job according to her professional motives, does her professional roles steadily. In such permanent situation where all roles functioning together for long time, there is no role conflict because there are no new roles.

One direct functional connection has been found between the scales "Job stability" and A5 (realization role level) ($r = 0,398$, at $p < 0,05$). Coming back to analyzing previous connections of the stability scale we can talk about the fact that woman role-playing which oriented on this criteria in building the career directed to certain professional activity narrowly. These roles are settled, doing by her all the time. So, strong effort to stability conditions satisfaction realization role level.

Similar reverse correlation relations have been found between the scale "Service" and the index of methodology "Main personal role circle".

So, the reverse functional connection of the scale with index A1 (role load) ($r = -0,461$, at $p < 0,01$) means that choosing your personal ideals and values at work, you can realize only those roles which suit them. Without will to play other roles, which do not fit their value orientation, women do not get certain role load. At the same time the reverse correlation relations has been found with index A2 (role lack) ($r = -0,396$, at $p < 0,05$). This result means that having a desire in professional activity to do something useful for society according to you ideals and accepting only appropriate roles, women do not feel role lack, because accepting of other roles can be unwilling or inappropriate for them.

That is why the reverse correlation relation occurs between "Service" and index A6 (realization role deficiency) ($r = -0,325$, at $p < 0,05$). Playing the roles which give opportunity to use the talents and experience for realization social important aim very effectively, the women do not feel role deficiency, because other roles can conflict with their ideals, so they cannot realize them.

Direct correlation relation has been found between the scale "Challenge" and index A3 (role excessiveness) ($r = 0,351$, at $p < 0,05$). Career for these women is a challenge to their professionalism and they are always ready to take it, changing and

realizing different roles at the same time. But modern life is unpredictable and every challenge demands a change from a woman of her role position. Something new, different and challenging is very significant and when they change their own choice of roles every time for fighting with obstacles, a woman can feel being fed up with them.

Based on the results of the analyzing we can see the direct and reverse relations between peculiarities of role position and of modern woman and her motives and orientation in career development.

4 CONCLUSIONS

The notion "role" has become the subject of the studying of the scientists since XX century and it was described in foreign and native scientific works.

Under the social role the set of actions is understood which a person has to do, who has certain position in social system. Personal social roles are observed in three dimensions: sociological, as a system of role expectations, i.e. the model which is defined by society, which is really important for forming personality and mastering social roles; social-psychological as role-playing and realization of interpersonal interaction; psychological as inner or imaginary role, which is always realized in role behavior, but it can influence on it in certain way. The role is considered as expectation, kind of activity, behavior, impression, stereotype, social function and even a choice of certain norms.

For defining the consistence of the main personal roles of modern woman (their number, significance, realization level and characteristics of relations between them), personal satisfaction with the role circle the methodology "The main personal role circle" designed by L. Kulikov was used. The results have shown that the most significant and always done roles for women are mother, daughter and wife, the family roles.

Significant for modern women are roles from professional activity. At the same time the index of professional role significance and realization are close which proves that a modern woman is oriented to career development.

According to the study results we have defined that significance of the roles connected with art and entertainment is much higher than their playing. It proves that women try to develop themselves in different spheres but today realization of these roles is not high enough.

Analysis of women roles shows that family roles recall positive emotions but domestic roles and housework recall the negative ones.

Having analyzed role indexes of role lack and role excessiveness, we have found that majority of women feel lack of roles. Modern women tend to realization and self-development.

The found peculiarities of relations between methodology scales “Main role circle” and “Career anchors”.

Direct correlation relations are found between the scales “Autonomy(independence)” and realization role deficiency; Autonomy and conflicting of the roles; “Job stability” and the level of role realization; “Challenge and role excessiveness”.

Reverse functional relations and the scales: “Job stability” and role load; “Job stability” and role lack; “Job stability” and role realization deficiency; “Job stability” and role conflict; “Service” and role load; “Service” and role realization role deficiency.

Analysis and generalization of the results proves the necessity of strengthen of attention to the problem of role position of modern woman in conditions of career prospects. Design of developing program of role position forming in career prospects conditions is planned in the future. One of the conditions will be creating of appropriate conditions and psychological support organization.

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