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Psychological preparedness in employees for adaptation in structured and non structured situations in work environment

This dissertation is a research in the process of adaptation which is influenced by some psychological traits, work environment and two types of situations – structured and non structured/ non structured.

The theoretical part consists of three chapters. Chapter one is an overview of the following theoretical schools researching/studying psychological preparedness: 1. The perspective of traditional school refers to the psychological traits of employees. 2. Systemogenetic school is associated with skills, abilities and knowledge that are relevant to a particular job. 3. Conceptual model is related to the way an employee copes with different work situations. 4. Personality traits analyzes employees according to their conscientious work choice which leads to improving skills and abilities required for the chosen profession. 5. Character of the company which focuses on work environment its policies and standards and how they influence employees' success or failure. There are three types of work environment: formal, informal and flexible.

This chapter analyzes psychological constructs that are a focus of the research: work locus of control is internal and external depending on the way an employee views and interprets work events; self-efficacy which refers to the belief for a successful coping with a work situation; assertive behavior is related to confidence and being self-assured without being aggressive.; rigidity refers to a repetitive behavior in different situations even sometimes this is not a proper behaving.

Chapter two of the first part is an overview of adaptation. There are several types of psychological adaptation practical adaptation which relates to work experience; professional adaptation is work-related skills and knowledge; psychological suitability/adaptability (психологична пригодност) describes the “professional equipment“ of an employee.

There are five stages of adaptation: 1. Primary reaction to changes refers to a response to the situation; 2. Orientation is situation analysis; 3. Perspective formation is in regard with the

previous stage; 4. Real actions are based on situation analysis; 5. Productive interaction is a successful adaptation.

Chapter three of the first part is an overview of situational paradigm. Situations refer to a set of conditions through which an employee is able to perform different behavioural models. The dissertation focuses on two types of situations: structured which refer to a set of conditions that direct an employee to a particular outcome. An employee is required to make changes in his/her behavior in order to adapt to the situation. In contrast, a no structured situation/non structured has no particular requirements. An employee is able to change the situation according to his/her abilities/needs.

The research is conducted in accordance with hypothesis and research problems that are related to the impact/influence of the presented psychological constructs, work environment, structured and non structured situations on adaptation process. Several conclusions can be drawn from our research:

1. Female employees prefer strategies for adaptation associated with their relationships; looking for a new satisfying work environment, and withdraw in their own inner world/fantasies. Male employees prefer strategies for adaptation such as gaining new skills and knowledge in order to climb organizational hierarchy; looking for a new work environment and obeying/submitting to the work environment factors.
2. New employees are highly involved in “fitting” in the new work environment. Employees with five years experience in the company are career growth oriented. Employees with more than five years experience in the company are established employees and they susceptible/willing to make changes in work environment due to/because they are best acquainted with it.
3. Public sector employees are assertive. They view work environment through the perspective of its own realities and they rationalize their own skills, knowledge and relationships with their colleagues. Private sector employees are focused on avoiding conflict situations for which they look for new work environment and they rationalize their own behavior.
4. Experienced employees strengthen their positions in structured situations. They apply new behavioural models or seek for new motivating work environment. In structured situations new employees need supervision and guidance. They make changes in their behavior and they need clarity and rules to work. In non structured situations experienced employees need principles to work otherwise they may seek for new work environment. New employees need mentors in non structured situations. They are oriented to become a part of the work team/staff/group.
5. Work environment has a significance at workplace. A facilitating work environment can lead to high productivity and goal-achievement orientation. This means a good/high extent in which employees are concerned and committed to their job; friendly and supportive colleagues; management encouragement for self-sufficiency and making their own decisions; explicit rules and knowing exactly how to do work tasks availability/presence of pleasant work environment.

6. Psychological constructs have statistical significance in changing work environment and applying new behavioural models. The more assertive, self-efficient, and with internal locus of control employees are inclined/prone to make the necessary changes. In our research, rigidity has no statistical significance.