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RESEARCH OF CAREER ORIENTATIONS OF FUTURE PHILOLOGISTS IN HIGHER EDUCATIONAL ESTABLISHMENT

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The analysis of the problem of students' career orientations in higher educational institution is given in this article. The study was attended by first-year students of the specialty "Philology" of the University of Customs and Finance. The focus is on analyzing the hierarchy of career orientations. The tools used by the American Professor E. Shane's "Career Anchors" questionnaire were aimed at identifying and diagnosing the importance of career orientations of future specialists. Further research in this area is possible in order to observe the dynamics of leading students' career orientations of other specialties and to conduct their comparative analysis.

Key words: career orientations, professional career, career goal, career preferences, lifestyle integration, career anchors, career growth.

Кулько В. А., кандидат педагогічних наук Тимченко-Міхайліді Н. С. Дослідження кар'єрних орієнтацій майбутніх філологів у ВНЗ / Університет митної справи та фінансів, Україна, Дніпро

В даній статті надано аналіз проблеми кар'єрних орієнтацій студентів ВНЗ. У дослідженні брали участь студенти першого курсу спеціальності «Філологія» Університету митної справи та фінансів. Основну увагу приділено аналізу ієрархії кар'єрних орієнтацій. Як засіб було використано анкету американського професора Е. Шейна «Якоря кар'єри», яка спрямована на виявлення та діагностику значущості кар'єрних орієнтацій майбутніх фахівців. Подальші дослідження в цій області можливі з метою спостереження динаміки провідних кар'єрних орієнтацій студентів інших спеціальностей і проведення їх порівняльного аналізу.

Ключові слова: кар'єрні орієнтації, професійна кар'єра, кар'єрні цілі, кар'єрні переваги, інтеграція способу життя, якоря кар'єри, кар'єрне зростання.

Кулько В. А., кандидат педагогических наук Тимченко-Михайлиди Н. С. Исследование карьерных ориентаций будущих филологов ВУЗ / Университет таможенного дела и финансов, Украина, Днепр

В данной статье представлен анализ проблемы карьерных ориентаций студентов вуза. В исследовании приняли участие студенты первого курса специальности «Филология»

Университета таможенного дела и финансов. Основное внимание уделено анализу иерархии карьерных ориентаций. В качестве инструментов использовалась анкета американского профессора Э. Шейна «Якоря карьеры», направленная на выявление и диагностику значимости карьерных ориентаций будущих специалистов. Дальнейшие исследования в этой области возможны с целью наблюдения динамики ведущих карьерных ориентаций студентов других специальностей и проведения их сравнительного анализа.

Ключевые слова: карьерные ориентации, профессиональная карьера, карьерные цели, карьерные предпочтения, интеграция образа жизни, карьерные якоря, карьерный рост.

Introduction. The study of students' career orientations is important and relevant today, during this period a person is planning his professional future, trying to realize the correctness of his decision concerning professional choice.

The lack of state guarantees for employment after graduation significantly retards the formation and successful implementation of youth career strategies. At the same time, the problem of the adequacy of youth career orientations to the real conditions of modern society is no less important. Excessive career expectations of today's youth, which potentially cannot be realized, in the future are able to bring not only to disappointment in the chosen profession, but also to the loss of optimism in life and self-confidence. All these factors put forward new requirements for the vocational education system, which makes an important contribution to the development of the person professional orientation and the building of competent career management in the early periods of professional activity.

Analysis of recent research and publications. Currently, the actual problem is the study of professional career in various fields of knowledge. It is studied in economics (N. Volkova, I. Polents, V. Goncharov, V. Kurbatov, I. Slepencov), in political science (A. Grishin, R. Grigoryan, G. Demin), in sociology (A. Alexandrova, A. Kravchenko, A. Lobanov, V. Sezenin, A. Turchinov), in pedagogy (E. Kiseleva, O. Pominova, V. Shapovalov, B. Idzikovsky).

Special features of the career orientations development as one of the leading factors of a successful professional career are shown in the studies of Russian (L. Pochebut, V. Chiker), Ukrainian (L. Karamushka, E. Bondarchuk) and foreign (E. Shane, D. Holland) authors.

Considering the general interest in the investigated problems of «career growth», «professional career», current issues as to the characteristics of the formation and development of students career of

higher educational institutions on their career path are not sufficiently studied.

Formulation of the purpose and tasks of the article. The purpose of this study is to identify the dominant career orientations of the first year students of Philology specialty.

Presentation of the main material of the article. The problem of determination of career orientations becomes important and significant at the final stage of students training at the university. However the relevance of this problem is evident during the entire process of education in a higher educational institution, when the formation of professional values takes place. This process is reflected in particularity of setting career goals and developing plans that determine the success of the person professional development as a whole.

Today in connection with the current social and economic situation in the world, issues related to career building and developments are becoming relevant for science.

Modern concept of a career as a social and economic phenomenon takes shape within the framework of several approaches developed in various fields of scientific knowledge: philosophy, economics, sociology, pedagogy, and psychology. Certain aspects of the career are studied in each of them as well as the career orientation of the individual understood in general terms as the direction of professional behavior corresponding to the chosen goal.

Despite the fact that a career is an interdisciplinary object of study, most researchers, with all the existing diversity of approaches to its consideration, use promotion as a generic attribute. At the same time research accents are placed in two directions: on the one hand, this is «a movement through the ranks», on the other, there is «a movement on the path to professionalism». These vectors reflect the external and internal career plan: on the one hand, it is a sequence of positions, occupations, types of work during the subject's working life, on the other hand, the dynamics of professional motivation and abilities, the meaning of professional activity [1, p. 212].

In Western scientific literature, the concept of «career orientation» is synonymous with the concepts of «career goal or orientation», «goal of the work», «career preferences».

E. Shayne's anchor theory was the most popular concept of career orientations study, and his methodology for diagnosing career orientations, adapted and translated by L. Chechut and V. Chiker (test "Anchors career"), has found wide application in practice. E. Shane considers a career as an internal process of personal potential disclosure; «career anchors» are a series of employee's ideas about themselves, key values, motives, skills that determine career choice and lifestyle [2]. The author identifies eight such career anchors:

- management: focus on management activities, opportunities for leadership, high income, elevated levels of responsibility and contribution to the success of the organization are key values and motives;
- professional competence: the desire to be a master of his/her craft, to develop some abilities, to achieve high qualifications, recognition of his/her professionalism. People with such orientation want to be masters of their work, they are especially happy when they achieve success in the professional sphere, but quickly lose interest in work that does not allow them to develop their abilities;
- autonomy: the desire for freedom, independence and autonomy, people with this orientation are experiencing difficulties associated with the established rules, procedures, working day, discipline, uniform, etc.;
- service: the desire to work with people, serve humanity. This value orientation is typical for people involved in the business because of the desire to implement the core values in their work. They are often focused more on values than on the abilities required in a given type of work;
- challenge: focus on competition, victory over others, overcoming obstacles, solving difficult tasks. These people consider success in overcoming insurmountable obstacles, solving unsolvable problems;
- entrepreneurship: the desire to work for themselves and not for others, to overcome obstacles, to take risks. These people like to create new organizations, products or services that can be identified with their efforts;
- stability: career orientation due to the need for security and stability, predictability of future life events;
- integration of lifestyles: the desire to ensure that everything in life is balanced and nothing dominates. For people in this category, career should be associated with the overall lifestyle, balancing the needs of the person, family and career. Shane connects career orientations with different needs [2].

In order to identify career orientations of first-year students of Philology specialty of the University of Customs and Finance, we conducted the research in which 50 people took part.

Table 1

Career orientations of philologists, %

| № | Career orientations | % |
|----------|----------------------------|----------|
| 1 | Autonomy | 76 |
| 2 | Lifestyle integration | 72 |
| 3 | Professional competence | 62 |
| 4 | Stability of workplace | 58 |
| 5 | Management | 48 |
| 6 | Entrepreneurship | 32 |
| 7 | Stability of residence | 30 |
| 8 | Service | 8 |
| 9 | Challenge | 6 |

As we can see from the analysis of the data obtained by the «Career anchors» method (Table 1), the most important career anchors of the students are autonomy and integration of lifestyles. High performance on the scale of autonomy indicates the pronounced students' needs to do work at convenient time for them, and unwillingness to obey the rules of the organization. With regard to the integration of various aspects of lifestyle, first of all, they strive to ensure that family, career and self-development in their lives are balanced. Young people value their lives more in general, where they live, how they improve their skills, than a particular job, career or organization.

Professional competence is the next in the hierarchy of career orientations. This orientation is connected with the presence of abilities and talents in a certain field, in the future students want to be masters of their work and achieve success in the professional sphere.

The orientation regarding the stability of the place of work is also an important factor, which is quite predictable. The choice of this career orientation, in our opinion, depends on the current social and economic situation in our country. Young people strive to ensure that their future life positions are predicted to a greater extent.

Management and entrepreneurship are the least important career anchors for students. The low score on the management scale indicates that students do not want to take responsibility for other people and burden themselves with organizational responsibilities. Low average score on the scale of entrepreneurship indicates the unwillingness of students to take risks and overcome obstacles. It is not interesting for such future specialists to create a new business; it is easier for them to work in a company for hire.

Analyzing the hierarchy of anchors, it can also be noted that career orientations such as stability of residence, service and challenge are in the last places. This suggests that young people studying in higher education institution, see, first of all, personal gain and focus on pragmatism in their careers; therefore, they do not focus on socially significant, noble motives of activity.

Conclusions and perspectives of further exploration in this direction. In this way, the student age is important for the formation of career orientations, since this period can be considered the initial stage of person professionalization. However, students' career orientations are characterized by low awareness, vagueness, inconsistency, which complicates the building of professional plans. Analyzing the conducted research of future specialists' career orientations, it can be concluded that first-year students still doubt the correctness of their choice. The reason for this is the unstable economic and political situation in our country. If we talk about career orientations of entrepreneurship and management, they

are afraid to take the risk and run their business or take responsibility and manage the enterprise.

The survey can be considered the first attempt to study students' career orientations of the University of Customs and Finance. Further research is needed to identify the dynamics of students leading career orientations of other specialties and to conduct their comparative analysis.

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