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ASSESSMENT OF STRESS RESISTANCE OF EMPLOYEES OF THE CONSTRUCTION INDUSTRY IN THE ARCTIC CONDITIONS OF NORILSK

Abstract: *The list of professions engaged in the chain of construction activities includes a wide range of management and executive positions.*

Keywords: *construction industry, staff, Norilsk, stress resistance, the Arctic.*

Assessing the possibility of operations performed by construction organisations in the Arctic conditions of Norilsk, one of the key problems is the issue of staffing. When working in extreme conditions, in addition to experience and qualifications, it is important to pay special attention to the socio-psychological climate in the team and individual psychological characteristics of each employee.

Psychological support of employees in the Arctic conditions of Norilsk must necessarily be carried out before the commencement of the employee's duties and include a set of measures to timely identify and adjust the transitional state of employees, to determine the degree and rate of fatigue, to maintain the optimal level of performance in different periods of professional activity.

The main directions of support of psychological integration are:

- Monitoring of stress resistance to identify employees in the state of emotional instability;
- Measures to correct the transition state;
- Analysis of the causes of unstable state of employees (fear, panic, reduced motivation, mental fatigue);
- Development of recommendations for optimisation of the social and psychological climate and interpersonal relations in the team;
- Recommendations on improving the efficiency of group activities of employees by heads of departments;
- Psychological training for employees to perform complex professional tasks;
- Identification of production and social factors affecting the emotional state of employees;
- Development of recommendations for the prevention of interpersonal conflicts and improvement of social and psychological climate.

Professional competence and experience of the personnel recruitment specialists are necessary while selecting and forming groups of employees sent to work in the extreme conditions of the city of Norilsk due to the working conditions' features and non-standard situations that require workers to take a creative approach to solve them.

High proficiency level of the HR department makes it possible to provide the organisation with reliable and competent employees. As a consequence, it will help to increase the speed and quality of works and reduce the number of days of incapacity for work, as well as, to increase the profit, stability and competitiveness of the enterprise.

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Therefore, the heads of organisations need to clearly understand that the top priority is the formation of the HR department, which actually means hiring the specialists with all the necessary knowledge to be able to determine the suitability of workers and select the most trained ones for performing work duties in the extreme Arctic conditions of the city of Norilsk. In addition to labour legislation, methodological and regulatory documents related to work with personnel, they should be strongly focused on issues of sociology and labour psychology.

Furthermore, modern methods of assessment, professional orientation, planning of work with personnel, regulation of functions of employees and structural divisions, social management technologies in complex application significantly improve the quality of work performance and increase the emotional stability in the team.

The head of the HR department should have high professional skills, express the corporate spirit of the organisation, show a desire to work with people, have pronounced communicative features, timely analyse the socio-psychological processes at work, continuously pay attention to the training and retraining of personnel, as well as learn the new methods of management.

The quantitative composition of the HR department depends on the total number of employees, technical support, features of the organisation's scope of activity, the structural composition of employees, as well as the complexity of personnel management situation. It can be determined independently by each organisation using accessible calculation methods.

The definition of the role assigned to each employee in the organisation should be determined on the basis of the interests of production, taking into account the possibilities for the fullest involvement of the employee in accordance with their qualifications, personal and business skills, professional knowledge and work experience, in accordance with the head of the unit where the employee is sent.

In organisations with a large number of employees, some difficulties arise in connection with the solution of this issue, which are solved, first of all, in the interests of production, taking into account the development strategy.

For the most effective solution of personnel recruitment for work in the extreme Arctic conditions of the city of Norilsk, the following activities should be carried out. First of all, it is attraction of specialists of certain categories and determining the criteria for their professionalism, as well as calculating quantitative interim results and establishing the ratio of the candidates' personal skills with the qualification requirements for this position.

Special attention while selecting personnel for work in extreme conditions, should be given to the personal skills of the employee that are necessary to fulfill the functional duties, including socially conditioned skills and psycho-physiological characteristics. Particular attention should be also paid to discipline and emotional stability.

The employees for work in the extreme conditions of the city of Norilsk are selected from the submitted number of applicants, according to the evaluation criteria developed for each position. Selection takes place in several stages, with a reduction in the number of applicants for the vacant position at each subsequent stage. As a result of selection, only those applicants remain who meet the selection criteria more than others.

The first stage of the selection for a vacant position is the interview with an applicant, during which a recruiting specialist forms the first impression about the candidate and the understanding of the possibility of their adequacy for the job according to the primary evaluation criteria.

The second stage includes testing, which helps to identify and evaluate a wide range of skills necessary to perform works in the extreme conditions of the city of Norilsk.

The third stage includes taking part in business games when the applicant is placed in the conditions and situations that are created as close as possible to actual manufactural reality.

Business games give us the most reliable way to foresee the behaviour of the candidate for a vacant position in the extreme conditions of the city of Norilsk, as well as reveal their business skills.

The fourth stage is a probationary period, which makes it possible to reduce to the minimum the possibility of making a mistake in choosing a candidate for a vacant position. At this stage the applicant must demonstrate abilities that were not revealed during the previous stages, demonstrate professional skills and knowledge.

It should be noted that one of the key selection criteria for employees working in the extreme conditions of the city of Norilsk, is still individual psychological characteristics.

For the same situation, occurring with several employees at the same time, everyone reacts differently. One is able to respond quickly and make the right decision, another for the same actions can take much more time, the third one will come out of emotional balance and will not be able to continue to work productively for a long time. While working in the extreme conditions of Norilsk, the minimum response time to the situation is the criteria of particular importance.

Table 1

Types of temperament

Temperament	Ways of social adaptation
sanguine	-strong -stable
choleric	-strong -unstable
phlegmatic	-weak -stable
melancholic	-weak -unstable

The main criteria for selecting employees for work in the extreme conditions of the city of Norilsk are the combination of psycho-emotional stability (Table 1) and professionalism. It is also necessary to correctly form the composition of the specific working crew taking into account the emotional characteristics of each employee. This will balance the emotional activity or passivity of the team in general.

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