Concept of Female Professional Mentality

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Abstract

The concept "mentality" from positions of authors of different scientific interests, including author's definition is analyzed in article. Factors that influence formation and development of professional mentality are considered. Specific conditions of formation of female professional mentality are described. Female professional mentality is the base on which female career limits their possibilities to be successful.

Keywords: mentality, professional mentality, socially-psychological installations, emotional sphere of the person, rational sphere of the person, female career

Phenomenon of the concept "Mentality" (from latin. mens, "reason, mind, intelligence"), has no exact value in Russian. Mentality can be described with philosophical, political and, more widely, psychological point of view. There was "image" of this concept in each of areas of humanitarian knowledge on the basis of author's concepts. In psychological aspect this concept is treated as social thinking [1], system of standards of behavior [2], collective and social representations [3], [4], [5], valuable orientations and social installations [6], motives and preferences [7]. From the philosophical point of view mentality is "national character" [8, 9, 10, 11], "inner world" [12], a criteria basis of personal and public consciousness [13], "spirituality" [14, 15], "the preset harmony" [16] and "fund of knowledge" [17]. The cultural and historical researches of mentality were investigated by A.Y.Gurevich [18], M. Vovel [19], M. Rozhansky [20], Zh.Lekoff [21]. The main stages of formation of the concept "mentality" are considered in works of P.S.Gurevich [22], R.A.Dodonov [23], E.G.Dubov [2], V.A.Shkuratov [24]. The modern psychological science develops the new concept of research of the social and psychological phenomena, based on interdisciplinary approach to knowledge of the person and his mentality [1], [25], [26], [27], [28]. That is why the research is relevant.

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Research objective is to allocate system of the social and psychological installations, existing in estimation of female professionalism and then describe the features of female professional mentality formation.

Research problems:
1. To allocate general provisions in modern approaches to concept "mentality" definition;
2. To give author's definition to the term "professional mentality":
3. To designate groups of factors influencing formation of professional mentality;
4. To mark out features of professional mentality;
5. To describe specific conditions of formation of female professional mentality;
6. To designate system of the social and psychological installations existing in relation to female professionalism.

It is possible to carry classical, folklore and other widespread texts, language structures, subjects of the daily use, typical examples of behavior to the main channels of translation of mentality.

T.G. Stefanenko writes that "mentality is closely connected with area collective unconscious" [29, p.137]. It is possible to agree that mentality is crossed with collective unconscious, but it is not settled by it, mentality "means something the general, underlying conscious and unconscious, logical and emotional, i.e. deep and therefore a hardly fixed source of thinking, ideology and belief, feeling and emotions" [2, p.20].

The mentality is usually understood as the general spiritual mood, rather complete set of thoughts based on archetypes which creates a picture of the world and fastens the unity of any community.

Many scientists note that Mentality is not the individual essence [30, 31, 32], but the characteristic of the group. Modern approaches to definition of the concept "mentality" have the following general provisions:
1. Mentality is the characteristic of the group.
2. The concept "mentality" is applied to a certain ethnic community, fixed by experience of generations.
3. Mentality -- constant part of social information.
4. Mentality is illogical and includes both conscious and unconscious installations of people.

According to abovementioned, it is possible to assume that mental installations include the emotional and rational sphere the ratio between which depends on social and psychological features of the people living in this sociocultural environment.

In a context of the western science the concepts relating to the sphere of rational, for example "thinking", "mind", "reason" are closest to the concept "mentality". The rationalism dominating in the western culture, influences scientific researches, especially in the humanities, it is respectively absolutely natural that in a context of the western science mentality corresponds first of all to a rational basis. It is interesting that in Russia the concept "mentality" is closer to the emotional sphere, than correlates to such concepts as "attitude", "image", "view".

The modern environment the phenomenon of professional mentality is actualized [13], [33], [34], [35], [36]. The analysis of conceptual approaches to the concept "mentality" allows us to make a conclusion that professional mentality can be opened through system of the social and psychological installations created under the influence of national mentality, received from a near social environment and acquired by the personality.

Professional mentality is a system of the conscious and unconscious social and psychological installations consisting of stereotypic opinions, judgments, estimates which underlie collective ideas of professional activity and individual ideas of the place in professional activity.

The majority of the authors considering mentality from positions of philosophy and cultural science, claim that mentality is characterized by stability and it can be considered as the most constant of social information which is least subject to changes.

We consider that the mechanism of professional mentality changing has specific character: it is carried out not by cardinal "reorganization", and by means of a lamination over existing social and psychological installations all of new and new "semantic layers". And, emergence of each new "layer" is considered not as simple "addition", but as gradual change of the semantic content of professional activity. Thus, gradually one of the layers loses the relevance and is erased, and others are added and it is possible to influence this process.
purposefully. Reflection of such control allows a subject to free itself from its control through communication with carries of norms and examples of different societies [37].

The essence and structure of professional mentality is characterized by complexity and a polysemy. Three groups of factors influence on its formation:

1. Macrofactors:
   - natural factors (environment of dwelling of the person, racial ethnic origin of the individual);
   - economic factors;
   - political factors;
   - social and cultural factors (set of elements of cultural experience of the individual or a community - a form of social interaction, activity types, systems of religious and philosophical representations, etc.);

2. Microfactors:
   - family;
   - immediate environment;
   - educational institutions.

3. Personal factors:
   - emotional and psychological (unconscious), resistant to judgment (implicit installations of consciousness, etc.),
   - rational (conscious), expressing experience of scientific judgment of reality.

Thus, the following features of professional mentality were determined:

1. Changes in professional mentality have inertial character. Professional mentality can be presented in the form of layer on which all new and new layers are imposed. The part of layers loses the relevance and is gradually erased. Examples of behavior, valuable orientations are usually set within mentality of educated part of society, and then, partly becoming simpler, gradually get into mentality of the people, being fixed in it for many years, decades and even centuries. Professional mentality is not capable to be reconstructed quickly under the influence of external circumstances therefore a certain mental potential is necessary for proper response to sharp changes of environment.

2. Professional mentality defines development of the personality in a profession. Professional mentality points to the purpose. It specifies "where to go?", "how to go?" and "what to be?"

3. Professional mentality regulates relationship with professional community.

Female professional mentality, except above-mentioned, has the distinctive features.

One of the subjects closest to female professional mentality, is female career.

Problems of female career are actively investigated in dissertation researches. So, in V. N. Orlova's thesis, the bigger attention is paid to social and personal aspects in problems of career of women in executive authorities [38]. Career of civil officers found reflection in thesis of I.G. Vasilyev, where is considered the importance of career management for functioning of government services [39]. In thesis of D. S. Kruglov social aspects of career growth path of the manager are considered and also problems and contradictions which take place at various stages of career growth path are revealed [40]. In dissertation researches of L.A. Kardash and L.A. Kudrinskaya the main attention is paid to economic aspects of career management [41, 42]. Career of the manager of educational institution is considered in theses of O.M. Simanovskaya and L.A. Magalnik [43, 44]. Personal and ethnic modes of female career psychology are presented in research of F.O. Semenova [45].

In scientific research [46], [47], [48], [49], [50], [51], [52] theoretical and empirical aspects of the barriers arising on a way of women, realizing career aspirations, are considered. If to generalize results of all conducted researches in this subject field, as the best conclusion, reflecting opinion of the scientists working in the field of female career, there will be words of Ragins & Sundstrom that for women the way to career is connected with overcoming of numerous obstacles while for men - with realization of numerous opportunities [53].

Studying of the barriers arising on a way of the woman, who wants to build a career, is a significant aspect for researchers in implementation of the concept of female career. A woman, who has shown the abilities, wishing to realize the psychological resource, needs to resolve an issue: whether to begin career which will inevitably lead it to the conflict with traditional views of people around, and, probably, to the conflict with her
own idea about professional personality. She also has to resolve an issue, whether to achieve material remuneration which men consider as self-evident. It concerns career attributes: money, prestige, authorities and satisfaction with work. A woman's decision is very likely a compromise between private, family life and career [43].

Female professional mentality is a base for female career construction.

We suppose it expedient to start considering female professional mentality in accordance to specific conditions of its formation.

The attitude towards female labor and to professional woman has always been ambiguous. We will start examining emotional and psychological installations reflecting national folklore, namely, the Russian proverbs and sayings on this subject. Proverbs and sayings, persistently overcoming time, display features of mentality. The national folklore is a system of the social and psychological installations which are remaining and passing from father to son.

In modern society from the formal point of view, the woman has all opportunities to be the successful professional, but, probably, strongly taken roots social and psychological installations can disturb women to achieve their purposes.

Thus, in the conducted research we allocated general provisions in modern approaches to concept "mentality" definition, gave author's definition to the term "professional mentality", designated group of factors which influence formation of professional mentality, described features of professional mentality, described specific conditions of formation of female professional mentality and designated system of the social and psychological installations existing in relation to female professionalism.

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