Role of a Family in the Realization of the Person's Professional Potential in the Context of an Ural Single-industry City

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Abstract: In 2010 the author did a social research focused on a study of the Ural single-industry city's family. The factors that influence the occupational choice of the Ural single-industry citizens are taken under consideration in this article. The place of labour and realization of the person's professional potential in the hierarchy of the respondents' life values is identified. The evaluations made by the family workers of their own work activities which are important among the other types of life values are represented. The conditions and factors that influence the conservation and features of the professional continuity of the single-industry citizens are investigated, among those the traditional household attitudes of the Ural mining environment are important. The sex-age relation between the respondents' work satisfaction and their occupational status and education and youthification of the product managers are identified. Results of the study suggest that the average Ural city for the individual, as a rule, there is no source of income other than employment in the industrial production associated with industrial risks and significant share of physical labor that causes aversion youth to work in city-forming enterprise.

Key words: Ural single-industry city · Family of single-industry citizens · Professional continuity · Realization of the person's professional potential · Dynastic · Mining household environment

INTRODUCTION

The family as an essential element of the social environment provides the primary inclusion of the individual in the system of social relations. This is possible due to the existence of intergenerational relationships that have a significant impact on the initial social and professional status of individuals and their future career. Experience of his father and mother, their professional orientation affect the future of the younger generation of professional self-determination. This is particularly important in connection with the modernization process taking place in the domestic economy and the changing mentality of the younger generation.

In recent decades, the problem of the Russian family and the Urals particularly acute. Russian researchers note occurring in modern Russian society the processes of "severance of family ties and loss of continuity do not mean the complete disappearance of the family, accessories and traditions of the structure of the individual motivation of social action. In this case, we can assume the formation of a special model of the family from generation to generation - a kind of a model of fracture and rejection. Socio-cultural characteristics and traditions of the family, that are not received by the individual, become for him a kind of antinorms and as such are also included in the structure of his motivation [1].

Weakening of the family’s role was affected by numerous factors: a course taken in the Soviet Union to the elimination of the household and its replacement by modern industry, even in the field of catering, which was a strategic mistake in the economic development of our country in the past, is widely promoted by the Soviet Union in the principle of subjugation of personal interests by public ones, which as a result has led to the appearance of a person who believes that life is to overcome the difficulties (such target setting has not contributed to the strengthening of the family, rather the opposite), for many years the main means of expression in the country were marked as the professional activities. It should also be borne in mind that in Russia almost
every generation would find a new era and was forced to revise the norms, values, landmarks, formed in the previous generation, which affected the performances of professional success and social prestige of various professions.

Family ties and relations are of special importance in the transformation of the social structure. Family membership is one of the basic elements of the identification of the individual, because it determines the source of an individual's social status. The family, as a sphere of the individual’s personal life, gives an individual the possibility to self-realization in the profession, career development, professional development [2]. Fundamentals of the theory of the professional socialization are based on general theoretical provisions of the T. Parsnos [3] and R. Linton [4] role theory, the stages and levels of the professional socialization are reflected in the works of D.E. Super [5].

According to the population census of 2010, there are about a million couples in the Central Urals, 172 thousand or 17% of them are unmarried [6].

The Ural family is a product of a specific one of the Ural society, developing for over two hundred years. The appearance of this family type in the Urals is due to the active development of the region, which has a huge public and strategic importance. It should be noted that in the family since the Soviet Union the teenagers’ primary vocational guidance has been carried out successfully enough. The undoubted phenomenon of the Ural single-industry city that period was dynastic: labor was the main pin around which the family - the dynasty was formed and developed.

During the reforming nineties of the twentieth century most reduction in the number of workers occurred in the material production, which put every family associated with the activity in this industry, to additional difficulties and life problems. In fact, during this period the family of factory workers was in an emergency situation and was stretched to the limit. A considerable skilled staff outflow from the metallurgical and machine-building industries to the commercial structures caused decrease in the quality characteristics of the workforce employed in the public sector. "... I’m afraid that the design offices and engineering companies began to leave our continent next to the factories", - said Vladimir Putin. [7] During the reforming years for the whole of the industry in the Urals the number of employees was reduced by 16%. At the regional labor market remains a significant imbalance between the demand and supply of labor in the context of professional qualification: more than 70% of all jobs are for workers.

Production of the twenty-first century demands the implementation of the skilled, mobile in the socio-professional and geographical sense workforce. "According to forecasts, by 2015 the country's economy will require 90 million workers and the need for highly qualified professionals will increase significantly. In many areas there is a shortage of personnel [8]."

How is permissible under the conditions dictated by the market to speak of the Uralian professional continuity and family strategies - single-industry citizens, entirely dependent on the stable operation of the city-forming industrial enterprise?

In the course of our research in 2010, the family workers from the metallurgical plant of the Ural single-industry city of Serov were asked about the place in their life taken by labor, whether they are satisfied with it, whether the work activity means the respondents’ self-realization, how important is the family tradition in the occupational choice, how the professional aspect of the respondents’ life affects their family relationships, etc.

The study showed that the leading motive of 45.9% of men and 56.2% of women in occupational choice is to match the position held with their speciality. For 54.1% of men and 43.8% of women respectively it does not matter that their position does not correspond to their speciality. This fact demonstrates that in practice, less than half of the family workers the occupation remains an important life value and an opportunity to realize their abilities and skills in the profession, at the workplace. We attribute this to the specifics of the production activities of our respondents. With qualification that does not find application in other fields of activity, people are motivated to choose a specialty correspondent to the relevant professional skills.

The second most popular motive of the occupational choice is the statement that this work is the only source of subsistence.

While choosing an occupation 37.7% of respondents relied on the motive of "everyone shall work"; every third respondent in his work is attracted by a good wage and recognition of their work interesting. Finally, almost every fifth states that while choosing a job he has not had any particular choice.

Not all the respondents acquire skills which match with their current occupation. Thus, 74.3% of men and 69.5% of women work in their specialty and 25.7% of men and 30.5% of women don’t work in their specialty. What did the respondents make to change their occupation and obtain employment at the plants, changing their activity profile? Among the most common causes of this phenomenon are the following:
The poor infrastructure of the labor market in the provincial cities (thus, a female respondent 26 years old, who works as crane operator, said she had a diploma of higher education on a specialty "State Municipal Administration" UUrAGS and the lack of job opportunities in this specialty). 23.9 % of men and 35.6 % of women highlight this as the main reason;

One’s current work is considered the sole source of subsistence in their city by 41.9 % of men and 46.8 % of women from the factory workers who do not work in the specialty;

34.8 % of men and 44.9 % of women consider good wage as the reason of working not in the specialty and women more often point out this cause, since wages are much lower in the traditionally "female" sectors of the economy in the context of a provincial town;

21.2 % of men and 23.5 % of women indicate the relative stability of earnings at the industrial enterprises, compared with the small and medium-size business in the context of a medium-size city;

17.1 % of men and 15.3 % men call attractive occurrence of the guaranteed social benefits in the form of grants, payments, "hot" length of work, etc.

Only 45 % of the asked factory workers are completely satisfied with their current work, professional activities do not bring complete satisfaction to 43% and do not satisfy 12% of the respondents. Thus, more than a half (55 %) of the respondents expressed that the current work does not satisfy them.

Such a situation is problematic, as more than half of the employees of the plant attributed interesting and favorite work to the category of essential values [9]. Note that in the selection of vital values, men are more likely than women to have pointed out at the importance of interesting and favorite work in their lives. This was stated by men of different social statuses: 34.8 % of worker, 55.3 % of employees, 69.9% of low-level managers, 75.8 % of middle-level managers and 86.3 % of senior managers. Women’s interest in the work is also due to their own social status: as this life value was as important by 19.3 % of workers, 21.6 % of employees, 48.2% of low-level managers, 52.5 % of middle-level managers and 45.7 % senior managers.

The obtained results indicate, firstly, that the interest in the occupation depends on the content of the occupation: the more difficult it is, the greater amount of knowledge and skills it involves, the more interesting it is for the plant worker regardless of gender. Secondly, work and realization of the professional potential take more important place in the men’s life, compared to women, more focused on family values.

It is well known that secondary and higher vocational education is the social elevator, which enables to obtain positions of low-level, middle-level and senior managers. Increased education of all categories of the population driven primarily by the needs of the economy in the labor force of a certain quality. In turn, the developing individual has a significant impact on the change in the structure and quality of jobs. Naturally, the need of a modern man to improve education is associated with the complexity of the whole system of life in modern society.

Age stages in the professional socialization are traditional in the Ural middle-size city: most senior managers are way up the career ladder from a worker to an engineer - manager, raising the qualifications on-job. This is confirmed by the dependence of the social situation of our respondents to their age: the older they are, the higher their job status rises. According to the study 61.1 % of the family plant workers - are people from 20 to 30 years old. Thus, the average age of low-level managers is 35-39 years, the average age of middle-level managers is 45 - 49 years, the average age of senior managers is 50-54 years.

The youthification of product managers should also be mentioned: 8.9 % of family plant workers of age from 20 to 24 years are low-level managers, 3.2 % of family plant workers of age from 25 to 29 years are middle-level managers, 12.3 % of family plant workers of age from 35 to 39 years are senior managers. We attribute this change to the specific nature of production in the context of the market competition.

The qualities of a new type manager are professionalism, innovation, mobility, ability to dynamic development of new technologies and information resources. According to our results, a professional younger than one of 24 years is quite capable to be a low-level manager. The peak of the career growth of the family plant workers is at the period from 45 to 49 years.

89.4 % of men and 76.7 % of women have a father, a mother or both parents who work or have worked at a plant, which suggests the existence of family education, continuity of dynastic in the labor force. Only a quarter of respondents linked their lives with the production, without relying on the experience of their own father and mother. From this we can conclude that in the original family is quite stable function of professional socialization: 38.7 % of the asked factory workers aged
from 20 to 30 years work at a plant, as well as their own parents. This fact confirms that the life attitudes of family Uralians have still conserved some features of tradition and patriarchy.

But it should not be ignored that the average Ural city for the individual, as a rule, there is no other source of income other than employment in industrial production. In the views of today's youth, the labor associated with production risks, rigid work schedule is positioned as a failure in life. The survey found that 56.7% of the plant workers do not want their children to work at the plant and 52.4% of respondents expressed dissatisfaction with their work and found it not appropriate to their abilities and inclinations. This process is all-civilizational regularity, as indicated by the scientists' researches [10]. This value is critical, to our mind, as the occupation is one of the main ways of self-realization.

The results of the study suggest that in the context of the Ural single-industry cities in the family there is a function of professional socialization. The family of plant workers is a community of individuals with special life orientations, the particularly place among which are taken by the labor value and the attitude to the occupation. This family of plant workers playing represents a significant factor of the professional continuity, so every encouragement should be given to it.

REFERENCES


