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## **Strong-Willed Character Traits in Students' Career Orientation in the Labor Market and Self-Realization**

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**Abstract:**

*This article is devoted to study the problem of social security of graduates of educational institutions in the conditions of labor market and self-realization.*

*The comparison was carried out in psychological structure of initiative and persistence, identification of specifics of their individual and typical combinations in the ratio to career orientations of students. The comparative empirical research of persistence, initiative and career orientations of students is conducted in line with the systemic-functional approach of Krupnov.*

*It is established in general and specific psychological structure of persistence and initiative as multivariate and functional traits of character based on quantitative analysis, correlation and factorial analysis.*

*It is proved that in psychological structures of persistence and initiative, the similarity is caused by both qualities, the strong-willed sphere of the personality and the distinctions connected with psychological specifics of these qualities.*

**Keywords:** *Persistence, initiative, strong-willed traits of character, career orientations.*

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## **1. Introduction**

The priority direction of social and psychological work with graduates of the Russian higher education institutions is creation of conditions for self-realization, including assistance in questions of employment. As show observations of psychologists, teachers and employers, the modern youth isn't ready to be the active subject in labor market. Often graduates of the Russian higher education institutions idealize the future work and professional career. The difficulties in professional socialization are created also by discrepancy of real career and own career orientations.

In modern market conditions, the view of work as on mean of personal self-realization disappears by the youth that leads to emergence of difficult emotional psychological states. Significant for social adaptation in labor market and achievements of professional success and important properties of the personality are strong-willed traits of character, such as persistence and initiative. In spite of the fact that these qualities traditionally belong to the strong-willed sphere, they have pronounced psychological specifics.

The initiative assumes promotion of the new, original ideas, decisions which can be not always implemented. The persistence, on the contrary, consists in long deduction of aspiration to the purpose, to finish the beginning up to the end, despite of difficulties (here the originality and novelty of business aren't always supposed).

## **2. Methods and approaches**

The methodological basis of this research is made by regulations on the system nature of qualities of the personality of Abdulkhanova-Slavskaya, Antsiferova, Lomov, Nebylitsyn, etc., the concept of the multidimensional and functional organization of properties of the identity of as pointed out by Krupnov, the concept of "career anchors" of Shane.

In work methods of the theoretical analysis, the analysis of documents (for obtaining information on progress of students), testing were used. For diagnostics of persistence and initiative the blank tests were developed by Krupnov, the test – checklist of "A career anchor" of Shane was translated and adapted by Chiker and Vinokurova for a research of career orientations. Statistical methods (the correlation, factorial, cluster analysis, the analysis of reliability of distinctions) with use of a Statistica for Windows 7.0 package were applied to processing of results for this research.

## **3. Results and discussion**

### **3.1 Formulation of the problem**

In social psychology, interrelations of various strong-willed traits of character and a possibility of their individual and typological combinations are insufficiently studied. The lookout analysis of works by the Russian and foreign researchers is undertaken by Ponomareva (1994), Kargina (2005) and others. Supporters of analytical approach consider separate aspects of qualities out of their communications and the relations among these aspects: motivational, dynamic, motsionalny, regulatory, productive, and cognitive. Poltev (1973), Levitov (1969) and others investigated dynamic characteristics of persistence. The concept "persistence" means "patience", "endurance", "persistence", "insistence".

The review of scientific literature shows that the made attempts of studying of career orientations concerned communications with certain personal features, for example, strong-willed lines. Studying of individual and typical combinations of persistence, initiative and career orientations was practically not carried out. In our opinion, the question of a ratio of these qualities among themselves and specifics of their connections with career orientations of students and graduates is a particular theoretical and practical interest.

### **3.2 Discussion**

Career orientation is some sense that the person wants to realize at the choice and implementation of the career, this individual combination and the sequence of the attitudes connected with experience and activity in the sphere of work throughout all life. Pochebut and Chiker (2000) suggest a concept of career orientations to dispositions of the highest level which are steady education and define a professional course of life of the person. In empirical researches at a research of career orientations "career anchors" are used (Schein, 1990).

Our empirical research was directed to studying the interrelation of strong-willed traits of character and career orientations of students and is executed in line with systemic-functional approach of Krupnov (2004). 110 students of Peoples' Friendship University of Russia aged from 18 up to 23 years, from them – 60 girls and 50 young men have participated in an experiment.

The difficulties in implementation of initiative students mark more, it is possible to connect to insufficiency of her "internal" motivation and regulation. For systematization and synthesis of data on communications of persistence and initiative we have carried out the joint factorial analysis as a result of which three factors have been received. *The aenergy, asthenia, externality, operational and personal difficulties*, both persistence, and initiative have entered the second factor with positive scales. With a negative factorial weight it was included *energy* of initiative (*the energy* of persistence is included into this factor also with a negative weight, but at the level of a tendency). It is obvious that this factor combines harmonious instrumental variables of both qualities (a factor of "a problem in

manifestations of persistence and initiative"). Therefore, students who have problems in implementation of persistent behavior with high probability have problems and with implementation of initiative and vice versa (Levitov, 1969; Kremer, 1942; Rethlingschafer, 1942).

The third factor with the positive weights included six variable initiatives (*socially and personally significant purposes, concreteness, subjectivity, energy and a stenosis*) and one variable of persistence (*the socially significant purposes*). Here we see combination of the main semantic, instrumental, and harmonic variables of initiative, which provide its good development, from target variable persistence. As well as the first factor, we can interpret this factor as "a factor of success of initiative" which is combined with dominance of the socially significant purposes in implementation of persistence. We will continue in identification of specifics and similarity of persistence and initiative by means of comparison of the factorial structures, which are received about - efficiently on each of the qualities. Three factors have been allocated here too (Table 1).

**Table 1.** Comparison of factorial structures of persistence and initiative

Trait of character	Persistence			Initiative		
Factor/Variable	F1	F2	F3	F1	F2	F3
Socially significant purposes	0.4	-0.13	0.62	-0.05	0.64	0.10
Personally significant purposes	0.44	0.03	0.49	0.01	0.61	-0.07
Altruism	0.57	0.07	0.42	-0.20	0.41	0.03
Egocentricity	0.65	0.12	0.16	0.38	0.16	0.62
Intelligence	0.66	-0.01	-0.05	-0.12	0.42	0.40
Awareness	-0.07	0.05	0.64	0.11	0.01	0.63
Concreteness	0.74	0.01	0.34	-0.00	0.76	0.25
Subjectivity	0.78	-0.22	0.01	0.05	0.65	0.29
Ergicity	0.61	-0.38	0.07	-0.46	0.64	-0.05
Aerogicity	-0.13	0.73	0.14	0.74	-0.08	0.06
Stenosis	0.70	-0.07	0.07	0.22	0.60	-0.31
Asthenia	0.18	0.67	-0.21	0.81	-0.07	0.10
Internality	0.69	-0.04	-0.05	-0.19	0.03	0.52
Externality	-0.07	0.46	0.35	0.63	0.02	-0.15
Operational difficulties	-0.04	0.84	-0.02	0.80	-0.07	-0.01
Personal difficulties	-0.12	0.84	0.03	0.82	-0.06	0.03

*Note.* Statistically significant factorial weight are highlighted in bold type.

From Table 1 it is well seen that one factor (the first factor in structure of initiative and the second factor in structure of persistence) is completely similar for both traits of character. Entered these factor instrumental aharmionous variables – an *aerogicity, asthenia, and externality, operational and personal difficulties*. Such combination of qualities corresponds to difficulties in implementation, both persistence, and initiative (as it was shown above, these variables are most tightly connected among themselves). The similar "factor of problems" has been received before and for other traits of character (Kargina, 2005).

One more factor (the second factor in structure of initiative and the first factor in structure of persistence) also shows similarity of the analyzed lines. For both qualities, it had included *intelligence, concreteness, subjectivity, energy, a stenosis and internality*. In structure of persistence also *the sociocentricity and egocentricity* (a motivational component), in structure of initiative – *social and personal significant purposes* (an adjusting and target component) have entered this factor. According to the contents these factors are very close to "success factors" which have been described by us with results of the combined factorial analysis and also have been received in researches of other traits of character (Krupnov, 2004).

The third factor for both qualities included the variable of *awareness*. In structure of this factor of persistence, we enter *social and personal significant purposes*, and initiative – *egocentricity and internality*. It is obvious that the variable of a cognitive component testifying to inaccuracy, superficiality of representations takes the central place in the third factor. However, if at persistence it is connected to expressiveness of the purposes (especially socially significant), then at initiative it is with personally significant motivation and internal regulation.

Having compared these dataful results of the quantitative analysis, provided in the beginning of article, we concluded that for each quality the variables, which are least, expressed on selection entered this factor. We decided to call this factor as a factor of unrepresentative manifestations of persistence (initiative) (Novikova, 2006; Ryans, 1938). It shows much more than the general does in the factorial structures, the lines relating to different spheres of the relations of the subject. Distinctions are shown first in "loading" of factors, but not in their contents. So, for persistence more loaded factor is "the success factor", and for initiative – "a factor of problems" that once again confirms data of the quantitative analysis on prevalence at students of difficulties in realization of initiative. It is interesting that the similar picture of existence of the similar in contents, but having different loading factors, has been received for such traits of character as sociability and aggression, which belong to the communicative sphere (Novikova and Nechepurenko, 2007).

At a research of career orientations of students we have received the following average values (the greatest possible result on everyone to scale – 10 points, minimum possible – 1 point): *stability of work* – 7.91; *management* – 7.34; *service* – 7.24; *autonomy* – 7.16; *integration of lifestyles* – 7.07; *business* – 6.84; *a challenge*

– 6.42; *professional competence* – 5.19; *stability of the residence* – 4.44. Now we will examine the expressiveness of variables of persistence and initiative, which is connected to representation of different career orientations of students. Most tightly, career orientation to a challenge is connected to the studied qualities strong-willed. It was received 9 statistically of significant correlations with initiative variables (the positive – with *socially and personally significant purposes, a sociocentricity, conciseness, concreteness, subjectivity, ergicity*, the negative – with *aergicity and externality*). And there are 11 significant correlations with persistence variables (the positive – with *socially and personally significant purposes, a sociocentricity, egocentricity, conciseness, concreteness, subjectivity, aergicity, a stenosis, internality, the negative features – with operational difficulties*).

Generalizing all revealed communications, one may say, that, the stronger at the student the aspiration to the competition, overcoming obstacles, the solution of difficult tasks in future professional career is shown at him the key semantic and tool and harmonious parameters of both persistence, and initiative are developed stronger. Therefore, orientation to a call, to fight is most characteristic of students with good development of the strong-willed sphere who are capable both of initiation new, and of the embodiment begun in life.

In addition, orientation to business is rather closely connected with the studied lines. It has positive communications with expressiveness socially and personally significant purposes, a sociocentricity, concreteness, subjectivity, energy of initiative, negative – with aergicity and asthenia of initiative; it is positively connected with egocentricity, subjectivity, energy, a persistence stenosis, it is negative – with operational and personal difficulties in realization of persistence. Respectively, as a rule, it is characteristic of students with the expressed aspiration to create something new, to overcome hindrances, to risk, to have the business high rates of the mains informative and semantic and instrumental runtime variables of initiative and persistence.

It is very popular among students orientation to *management* statistically significantly correlates with five variables of initiative (positively – with both variables of *a target component, subjectivity and energy*, it is negative – with an *aergicity*) and persistence (it is positive – *with expressiveness of the socially significant purposes, subjectivity, stenosis and internality, is negative – with personal difficulties*). Thus, aspiration of student's in future professional career to operate various aspects of activity of the enterprise quite naturally it is combined with good development of key indicators of both studied strong-willed traits of character. The expressiveness of orientation to *service* positively correlates with the size of a *sociocentricity, subjectivity, ergicity* and negative is initiative *aenergy*. It correlates positively with the size of a *sociocentricity, egocentricity, subjectivity, an ergicity, stenosis* and it is negative with *operational difficulties* of persistence. It is possible to say that stronger aspiration in the professional activity is shown by the students to help people, desire to make the world better, to serve mankind, than more

motivational (especially sociocentric) and dynamic manifestations of persistence and initiative are developed by students.

Remaining career orientations are much weaker connected to variables of persistence and initiative. Therefore, orientation to *autonomy (independence)* has the positive communications with *energy* and the negative – with *antienergy* of initiative and the positive correlation with *egocentricity* of persistence. Therefore, the students are with pronounced aspiration to release from organizational rules, instructions and restrictions, to the adoption of independent decisions, responsibility and the dynamic indicators of initiative. As a rule, they have good developed, and personally, significant motivation of persistence prevails. They often begin new business, take the initiative, but not always realize them. Orientation to *stability of the residence* is positively connected with expressiveness of *antienergy* of initiative and *asthenia* of persistence. It is obvious that this orientation which is connected with aspiration "to take root" in a certain place, it is most characteristic of students with insufficiently developed dynamic (behavioral) manifestations of both studied strong-willed traits of character.

Orientation to *professional competence* is positively connected with expressiveness of *internality* of persistence and not connected with one of initiative components. Therefore, the internal, active regulation of persistent behavior of the student is developed stronger. The aspiration to be the expert and to develop the abilities in work is expressed stronger by him.

Orientation to *stability of the place of work* has only one significant negative correlation with *concreteness* of persistence. Substantially, it means that the stronger the aspiration to have predictable career in the chosen organization is developed by the student, the less the efficiency of persistent behavior in a field of activity and communication with other people.

Orientation to *integration of lifestyles* (the aspiration to balance development of abilities, achievement of career and happiness in family) has no significant correlation with expressiveness of variable analyzable strong-willed qualities of character.

#### **4. Conclusion**

To generalize the results of the conducted empirical research of a strong-willed traits ratio of character (persistence and initiative) and career orientations of students it is possible to draw the following conclusions:

1. The persistence and initiative as the strong-willed traits of character considered within systemic-functional model of A.I. Krupnov have much more the general in quantitative manifestations, correlation and factorial structures, than the traits of character relating to different spheres of the relations of the subject.

2. On average in the studied selection the most preferred career orientations are "stability of work", "management", "service", and the least popular are "professional competence" and "stability of the residence". It corresponds to results of other authors investigating this problem.

3. Most closely the expressiveness of such career orientations as "challenge", "business", "management", "service" is connected with the level of development of initiative and persistence.

4. It is more closely connected to career orientations "management", "autonomy", "business" (a factor of "independent career") and "professional competence", "stability of work", "stability of the residence", "integration of lifestyles" (a factor of "stable career").

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