

**STRUCTURAL-FUNCTIONAL MODEL OF AN ORGANIZATION,
IMPLEMENTING EMPLOYMENT ASSISTANCE
AND THE PROFESSIONAL PREPARATION OF PSYCHOLOGISTS**

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Abstract. The key trends for the psychology profession in future are the growing demand of psychological services and the need for a narrow specialization of psychologists as well. Meanwhile, the issue of employment of a professional psychologist by profession still remains unresolved in Russia.

Objective of the study is establishing a structural-functional model of an organization, that implements employment assistance and the professional preparation of psychologists.

The aim of the project is specified in the following tasks:

- 1) to analyze the expertise in establishing organizations which, provide assistance in job placement of specialists from different countries (Russia, Republic of South Africa, Association of European countries);
- 2) to identify the constructive aspects in other countries' experiences, that can be applied to the professional activities of psychologists;
- 3) to develop a structural-functional model of the organization, based on the reviewed experience;
- 4) to describe the functional features of an organization that provides assistance in finding employment and preparation for the professional duty of psychologists.

To achieve the above stated objectives, we used the following methodological tools:

- 1) analysis of the literature on the employment of specialists,
- 2) analysis of the websites of staff and recruitment agencies,

3) an analysis of Internet resources to assist job seekers in finding employment,

4) analysis of the experience of higher education institutions in assisting graduates in regards to employment.

The work was carried out in the framework of a project activity implemented by a team of authors - teachers and students (citizens of the Russian Federation and the Kingdom of Eswatini) of the Academy of Psychology and Educational Sciences of the Southern Federal University.

The analysis and integration of the expertise from a number of countries in the recruitment of specialists, as well as successfully operating in this area of Internet platforms allowed us to summarize the positive international experience. This experience was reflected in the structure-functional model of the organization that we developed, which provides employment assistance and preparation for the professional activities of psychologists.

Three areas of this work are highlighted: assistance in the employment of psychologists; preparation for an interview and preparation for professional activities.

As part of the first line of work, it is planned to assist psychologists in finding employment. For this purpose, an Internet site will be created that allows registered users - employers and job seekers-psychologists to find each other on their own. The described direction is a priority and is closely related to the implementation of the following two areas of work.

For applicants as a second direction of the organization, preparation for an interview is offered. Within this direction, a number of trainings are held, aimed at increasing the ability to competently present themselves as a professional. These are resume drafting trainings; writing an effective cover letter; training of confident behavior; communication skills development training; self-presentation training.

In addition, our organization can contribute to the professional development of novice psychologists by organizing events that contribute to enhancing their professional competence, and acquiring the skills necessary for further work. This is the third area of work of our organization. Within its framework, master classes from practicing psychologists for beginning psychologists are carried out; author's trainings for both practicing psychologists and beginner psychologists; organization of internships with employers.

Distinctive feature of the organization is its focus on interaction with both applicants and employers, facilitating contact between them. The predicted high efficiency of this organization will be manifested in increasing the number of job placement psychologists in their specialty and improving the

quality of their professional activities, motivated by the desire for self-realization in the professional psychological activity.

Keywords: Employment, organization, preparation, professional activity, psychology

Introduction

Currently, the issue of professional competence of a psychologist is particularly relevant. A competent psychologist not only must have knowledge, but also be able to present himself, and to engage in self-development. An organization's psychologist is obliged to create the right conditions for the realization of the potential of employees, which, of course, primarily affects the success of the company, and hence the economy of the region as a whole. As a result of the foresight session conducted by the Academy of Psychology and Pedagogy of the Southern Federal University (SFEDU), November 22nd, 2017 (Landyush J., 2017), some of the key trends for the psychology profession in the Southern Federal District are: the growing demand of psychological services; the need for a narrow specialization of psychologists; the increasing influence of digital technologies on the activities of the psychologist; increase on the prestige of psychological education. Meanwhile, the issue of employment of a professional psychologist by profession still remains unresolved in Russia.

Objective of the study is establishing a structural-functional model of an organization, that implements employment assistance and the professional preparation of psychologists.

Methodology

The aim of the project is specified in the following tasks:

To analyze the expertise in establishing organizations which, provide assistance in job placement of specialists from different countries (Russia, Republic of South Africa, Association of European countries);

- 1) to identify the constructive aspects in other countries' experiences, that can be applied to the professional activities of psychologists;
- 2) to develop a structural-functional model of the organization, based on the reviewed experience;
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To achieve the above stated objectives, we used the following methodological tools:

- 1) analysis of the literature on the employment of specialists,
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3) an analysis of Internet resources to assist job seekers in finding employment,

4) analysis of the experience of higher education institutions in assisting graduates in regards to employment.

The work was carried out in the framework of a project activity implemented by a team of authors - teachers and students (citizens of the Russian Federation and the Kingdom of Eswatini) of the Academy of Psychology and Educational Sciences of the Southern Federal University in 2019.

Results

As a result of the carried out analysis, a summary of experienced organizations from different countries that provide employment assistance to specialists was made. So, the experience of a number of Russian organizations that assist applicants in finding a job has been analyzed. For example, the recruitment agency for applicants «IM Consalting» (IM Consulting, 2013), whose task is to help clients at all stages of job search: from defining career development strategies to accompanying in job searches.

The agency offers the following services:

- Career coaching - analysis of strengths, increasing personal effectiveness;
- professional resume writing;
- writing an effective motivational letter;
- preparation for interviews (mini-training);
- thoughtful selection of vacancies;
- verification of the recommendations of the applicant;
- consulting support at all stages.

Another effective and popular Internet resource that provides assistance to applicants is CvRitter (CvRitter, 2019). The site has templates and examples of resume that are available to everyone for free. In addition, there are articles: on “how to make a resume”, “how to pass an interview”, “how to find a good job”, etc.

The above mentioned organizations focus on assisting applicants to find jobs

There are also recruitment agencies that focus on helping employers, they search and select staff for organizations, irregardless of the organisation’s activities. For example, the recruitment agency "Personal Method" (Personal Method, 2019), the basic principles of which are operational efficiency; Personal approach; confidentiality; quality assurance.

Thus, in Russia dominate companies that whose focus is either job seekers or employers.

After analysing the experience of higher educational institutions in the city of Rostov-on-Don in assisting graduates in employment, the following positive experience has been highlighted.

So, at the Southern Federal University, the Center for Career Development (Career Center of SFEDU, 2005) enjoys high prestige. The main goal of the Career Center is to support students and graduates in matters of practice, career planning and employment. The career center organizes the interaction of students, graduates and representatives of companies, in particular, in the framework of the regularly held Southern Federal University Career Day.

The SFEDU Career Day program includes a number of activities aimed at making close interaction between graduates and employers:

- Job fair;
- Express interviews in a company with candidates who had previously submitted a resume for «hot jobs»
- Career guidance testing of students by employees of the Center of employment of the population of the city of Rostov-on-Don.

The Career Development Center also coordinates the activities of the SFEDU departments in the following areas:

- Assistance in finding places of practice and employment for students and graduates;
- project activities and the involvement of students and graduates in entrepreneurship;
- formation of long-term contractual relations with companies and organizations acting as employers for students and graduates of the University.

There is also an automated information system to assist the employment of graduates of professional education institutions, where after registration an employer can leave vacancies and a student can leave a resume.

The analysis of the expertise from European Internet services, focused on helping in the employment of specialists, will highlight the most successfully functioning among them. So, the Graduateland service (Graduateland, 2019) is used in ten European countries. In addition, Graduateland collaborates with many European universities. This program is aimed at graduates. Graduateland organizes a platform where employers can meet with graduates. Graduateland organizes the so-called “career fair” (career platform), whereby the employers gather in order to look for future employees. Graduateland provides a large selection of jobs. Graduateland also has an online program through which, employers can get in contact with their future employees. Graduateland has collaborated with many global organizations.

Another large organization, the Connect Job (Connect Job, 2018) works on the principle of Graduateland. The advantage of the Connect job is that they have the opportunity to send a video resume via the Internet.

Among African career centers, the Pratt Pro Career Center deserves a particular interest in terms of its organization and functioning (PRATT, 2019). This is an accessible resource for students and graduates seeking work, whether it is an internship, full-time or part-time employment, freelance work or volunteer work. Employers from all industries and from all over the world who seek talent open up thousands of opportunities every year. Pratt Pro also provides access to useful career development tools, including Career Explorer - provides detailed information on any field of activity to help the applicant in finding available career options.

Résumé Builder is a tool that helps to create your own resume.

Students and graduates can visit the company office (PRATT, 2019) during regular business hours to help set up a Pratt Pro account or learn how to use the job search function and any of the included features.

ON-CAMPUS Recruitment Events. There are dozens of events where students and graduates can communicate with professionals in a particular industry and meet with potential employers.

Thus, the analyzed expertise of Russia and foreign countries turned out to be important and useful for organizing the professional activities of specialists in various professions. However, we did not find organizations aimed at finding employment and preparing for the professional work of psychologists. The existing organizations focus on employment and preparation for professional activities of professionals, not enough attention is paid to the issues of employment of professional psychologists. As a result, many of them cannot get jobs in their specialty, whilst at the same time competent enough specialists.

The analysis and integration of the expertise from a number of countries in the recruitment of specialists, as well as successfully operating in this area of Internet platforms allowed us to summarize the positive international experience. This experience was reflected in the structure-functional model of the organization that we developed, which provides employment assistance and preparation for the professional activities of psychologists.

The functional features of an organization that provides assistance in finding employment and preparing for the professional activity of psychologists.

The structural-functional model of which we have developed, is narrowed down to providing assistance to psychologists.

Another feature is that our organization is focused on interacting not only with applicants or only with employers, but with both parties, facilitating the

establishment of contact between them. Potential applicants of our organization may be graduates, psychologists, psychology students, practicing psychologists of different areas, regardless of experience and years of service.

Potential employers of our organization may be various public and private institutions that need specialist psychologists in various fields.

This organization provides opportunities both for on-line and direct interaction to applicants and employers (through the organization's website), and in personal contact - at job fairs, master classes and conferences.

Three areas of work of the organization that provides assistance in finding employment and preparing for the professional activity of psychologists are:

- assistance in the employment of psychologists;
- interview preparation;
- preparation for professional activity.

As part of the first line of work, it is planned to assist psychologists in finding employment. For this purpose, an Internet site will be created that allows registered users - employers and job seekers-psychologists to find each other on their own.

The site contains a summary of applicants with all the necessary information about them: education, work experience, video summaries. Also, here you can find current vacancies from employers with a detailed description.

After registration, the data of registered users are automatically entered into the database, which allows long-term use of the resource, as well as interaction with the organization within a wide range of events held by it. For example, to participate in a job fair, where there is a direct interaction of companies-employers and psychologists-applicants.

Also, if an independent search for an employee or a vacancy is not effective, the employer, as well as the applicant, may contact the organization that provides employment assistance and preparation for the professional work of psychologists for help, where the request will be processed in detail and a strategy for further actions will be developed.

For applicants as a second direction of the organization, preparation for an interview is offered. Within this direction, a number of trainings are held, aimed at increasing the ability to competently present themselves as a professional. These are resume drafting trainings; writing an effective cover letter; training of confident behavior; communication skills development training; self-presentation training.

Having passed these trainings, the applicant will be able to independently compile a competent resume, record a video summary, and upload this information on our website.

In addition, our organization can contribute to the professional development of novice psychologists by organizing events that contribute to enhancing their professional competence, and acquiring the skills necessary for further work. This is the third area of work of our organization. Within its framework, master classes from practicing psychologists for beginning psychologists are carried out; author's trainings for both practicing psychologists and beginner psychologists; organization of internships with employers.

These activities allow applicants to gain professional experience, which increases their value in the labor market.

Conclusion

As a result of the implementation of a research and applied project, a structural-functional model of an organization that provides employment assistance and preparation for the professional activity of psychologists has been developed. Three areas of this work are highlighted: assistance in the employment of psychologists; preparation for an interview and preparation for professional activities. The predicted high efficiency of this organization will be manifested in increasing the number of job placement psychologists in their specialty and improving the quality of their professional activities, motivated by the desire for self-realization in the professional psychological activity.

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