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Application M. Weber's ideas to understanding sex differences in professional background presentation

Introduction. Statement of the Problem.

German economist, sociologist Max Weber in his book „Protestant Ethic and the Spirit of Capitalism,, (6) considered social stratification as not the cause of economic phenomena, but to a certain extent as a result of influence of certain religion, the availability of expensive education, national traditions of the society and family, which “determines the choice of profession and the future direction of professional activity.” In these cases, of course, there is the following causes ratio: a kind of warehouse mentality, determined by education, in particular the direction of upbringing, which was due to family and society. Using the ideas of Weber in particular the importance “... providing the analysis of both sides of inter causable relationship to the extent, that it is necessary to establish their elements...” in order “to dwell on the anthropological aspect of the problem” we have set the goal to find the

key to understanding sex differences in the presentation of job skills by girls and boys of college age. We provided hypothesis statement of the sociologist that "...even in those areas of life behavior that as if they develop independently of each other, one can easily get the impression that the basis of this are hereditary qualities.." The author acknowledges that "... one of the tasks of future sociological and historical research should be primarily to identify all those influences and casual series, which can be explained as a reaction on the influence of the environment... . Only in this case (if the neurology and psychology come out from their initial stage of development and when these sciences will obtain number of promising directions) we can hope for a satisfactory formulation of the problem..." (6).

The problem of the research was to detect the same and different features in the content of self-presentations of professional capacity bodied by students, especially girls, and to discover sex differences in the representation of their social image. We have suggested that women's vocational and professional affirmation under the influence of gender stereotypes reinforce to a sorting extend negative components of the professional background presentation. The survey was conducted in November-December 2013 on a sample of Ukrainian universities students from central and western regions. Number of surveyed women is 47 persons aged 19 years. Results of the study were compared with similar data obtained on the male's sample, which included 32 respondents.

Methods. "The questionnaire of three types of competence" adapted by Anna Matchak [4], was used to test different kinds of social competence which evaluated a person efficiency in intimate job communication, in typical vocational exposition situations and in social assertive situations.

According to the survey "Man at work" (A. Matchak, A. Yavorovska and others) [3], its aim was to identify internal or external locus of control in professional people career and activity. It was important that people with internal locus have strong motives to self-expression in professional activity that is directly related to money and social status reward for it. It is valued that diagnostic scales include except general locus of control (external and internal) as well such options as a sense of ineffectiveness of anybody labor, dependence on coincidence and help of others, especially authority, vision on causes of successes and defeats in the light of the circumstances, or any other external causes.

Equally important for economic self- presentation forecasting and the culture of job relations is self-confidence of the youth in their own

labor successful performance. For this purpose we used the performance test "Multidimensional self" (by E. Obrayan, S. Epstein), which included the following parameters: self-esteem as a whole, a sense of competence, of being loved, popular, leadership skills (leadership), the degree of self-feeling physical attractiveness, vitality and others [1]. Besides the above mentioned qualities the questionnaire determines such facets as total protection (defense) of self-esteem, moral acceptance of the self (self-acceptance), self-control, identity integration.

Questionnaire "Life attitudes" by Richard Klamut [2] testifies the importance of evaluation one's own values and aims of existence over life time (at present time and future), and in combination with other scales – their determination the life scenarios and its role for the future social affirmation. Test data made it possible to discover the level of coherence as internal consistency of life purposes. Low results showed a lack of desire for self-realization in life span, including vocational space. Conversely, high – discovered diagnostic parameters such as well-defined life attitudes and goals, a sense of life managing in the transition from past to future, the desire to get out of routine life, acceptations of new challenges.

Sex performance differences in self-presentations determined by combining indicators of four tests results helps us to discover social or biologically determined backgrounds of sex differences in the job aspirations, which consequently might explain obvious reasons for different gender behavior, as, for example, sex determined professional education and the claims for various socio-economic positions, vocational status, differentiation behavior in career planning.

Results and discussion. According to the received data by the technique "questionnaire of three types of social competence" Ukrainian female students exhibit a higher level of all kinds of social competence (Fig.1.).

They are also more likely to present successfully their abilities and properties in situations of social exposure, compared with male's sample. As well women demonstrate more high ability and properties to be guided by certain standards of presentation their own professional capacity in the situations of social exposure. Young women are more likely than their peers boys focused on understanding the psychological norms of social interaction, they are better able to solve interpersonal problems in their social interaction, to demonstrate more persistence (assertiveness) in the performance of job duties.

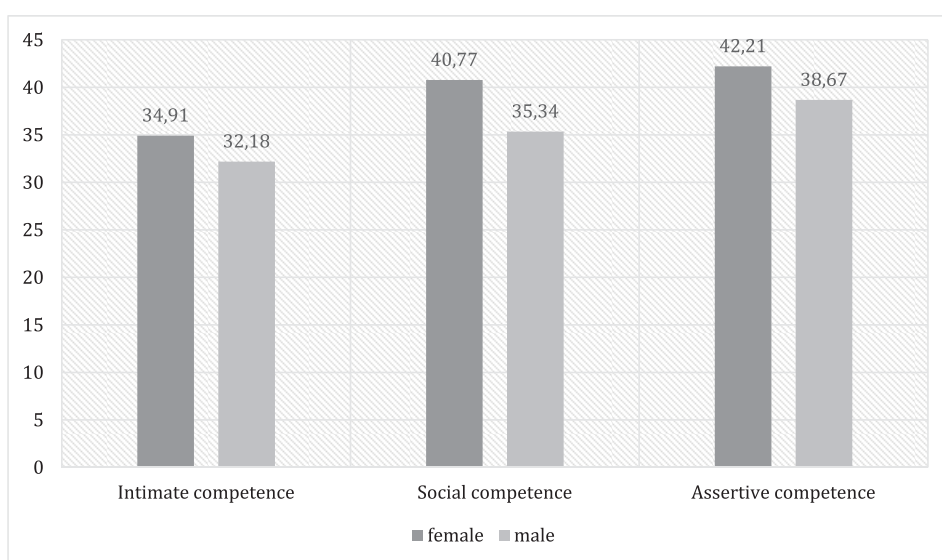


Figure 1. Mean values for the test «three types of social competence»

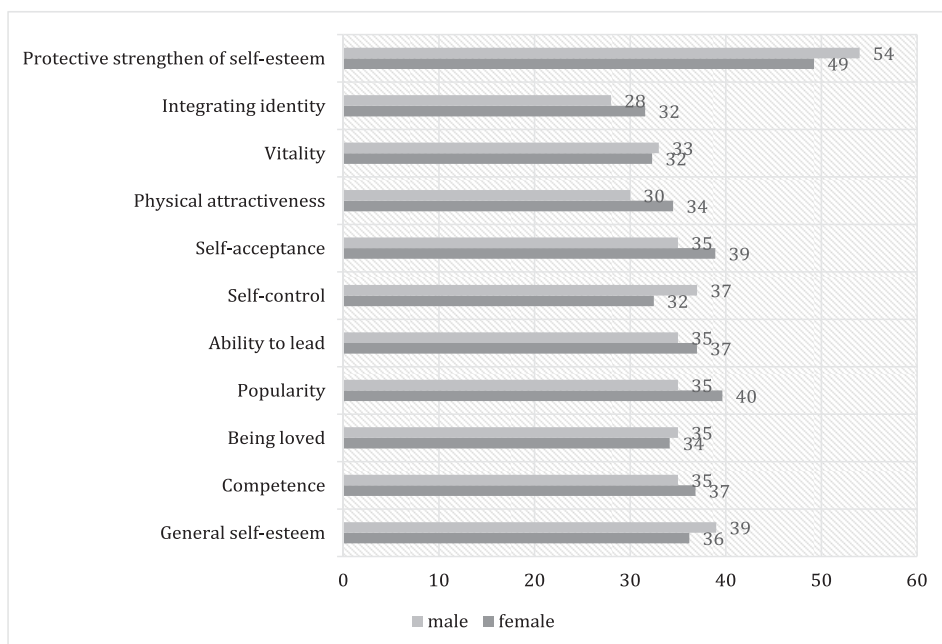


Figure 2. Mean values for performance scales of self-assessment questionnaire

What are the strengths or weaknesses of the self-descriptions discovered by men and women? The indicators demonstrate higher level of female integrative identity in image of the self-compared to male peers. Girls demonstrate higher level of self-moral acceptance as coherence between moral views and factual behavior, higher level of estimation their own physical attractiveness, own popularity and competence. However, the assessment of their capacity for leadership, managing people, the level of self-control as well as general level of self-esteem are more low in comparison to male's sample. This difference might have an explanation, which roots to the female's fear of possible rejection by society, which is more oriented on straight male's image of the vocational successful personality. On the contrary to women men marked contrast to higher levels of self-protective self-estimation, which suggests enhanced attention to different kinds of self-defense. This figure data demonstrates the desire of young men to show themselves in the best light, which can sometimes be accompanied by anger and aggression in a case of misunderstanding or underestimation. Comparison of sex performance within scales (properties) demonstrate the phenomena that the more social factors, as sex stereotypes of social environment, can impact the feature perception by women, the lower its estimation are presented in the content of women's self-estimations and vice versa.

In a similar way might be by interpreted the data obtained by questionnaire "Life existential attitudes" such as women's low parameters in search for purpose in their existence and acceptance of death as the end of the life-creative activities (Fig. 3).

The test results demonstrate performance superiority in women's indicators of life perception as choice responsibility, internal values and goals consistency. Lower results according to the scales existential vacuum and death acceptance affects a number of overcoming gender stereotypes challenges which resulted in strengthening the protection of their own existence (social functioning) by increasing responsibility, internal consistency of values and interests in reaching personal goals and aspirations. The same social and psychological factors can explain the higher female's sample results on existential vacuum scale, indicating a higher level of anxiety, uncertainty in the future proper implementation of their own senses of life.

Men demonstrate more confidence in reaching personal life goals because they are more predictable in traditional gender roles. However the real challenge to gender stereotypes demonstrate female's sample

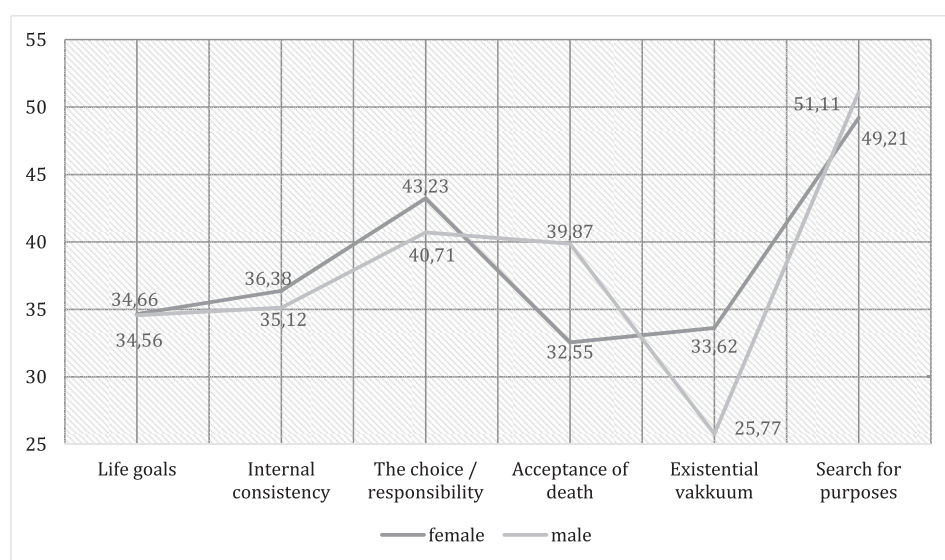


Figure 3. Mean values for questionnaire «Life existential attitudes»

in a scale of responsibility.. This desire to control their own destiny in women sample remains at the level of psychological readiness to defend their rights, although accompanied by increased anxiety for fear not fully realize their personal potential forces.

According to the data of the questionnaire «Man at work» (Figure 4) males demonstrate higher levels of general locus of control as well as subjective personal control in comparison to women. Instead, women demonstrate much higher levels of internal monitoring feeling-controlling job life development (54 to 35), which means their attempt to overcome any barriers on the way to professional fulfillment. Both sexes are not oriented on external circumstances that may destroy the effectiveness of their work. But females are less consider the nessesity of others help in career promotion as well as do not believe in happy fate or influence of other people in reaching own job effectiveness. Thus they need more psychological efforts in defending their own successes and accepting some defeats. According parameters of specific scales, males in professional presentation are more focused on avoiding losses than on achieving successes. Thoughj females are more influenced by external circumstances but never the less they likely do not justify their failures by external factors.

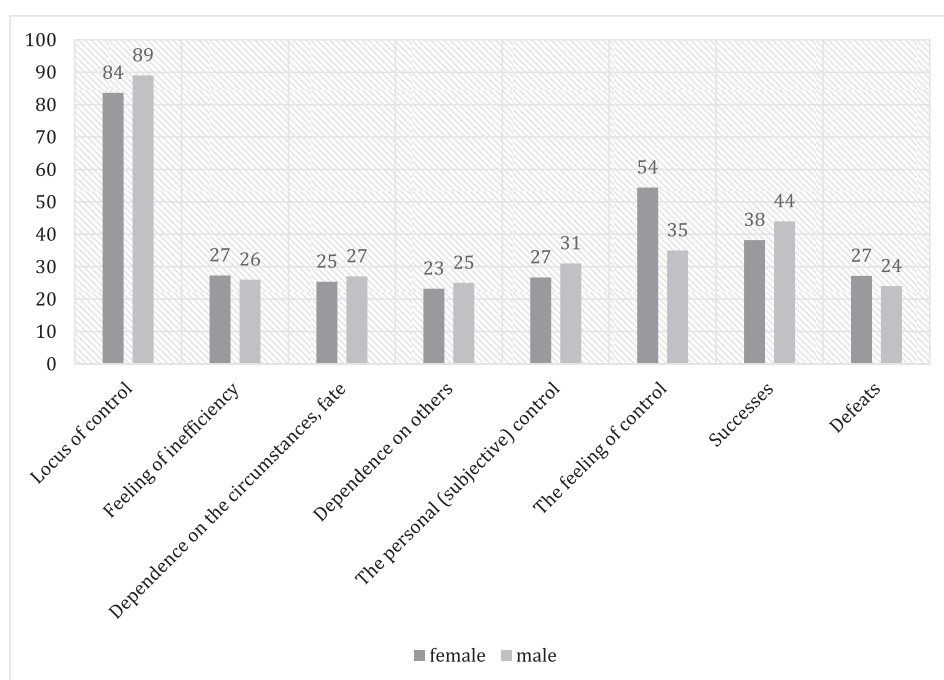


Figure 4. Mean values for questionnaire «Man at work»

Male's data according to scales «level of personal control» and "successes" indicate a higher level of their subjectivity expression in the field of professional achievements. More poor personal control and higher feeling of inefficiency according women's data may indicate their excessive self-criticism concerning their professional presentation .

Conclusions.

The study was aimed for identifying the characteristics of sex differences in students' presentations of their professional work capacity .We compared the content of their professional background presentations by applying the empirical data collected by identical methods tested on male's and female's sample.

The highest data in the presentation of social competence, including its components such as the regulation of informal relations in the workplace, the ability to demonstrate their skills in situations of social exposure and in cases that require persistence in solving problems, were women's performance.

Lower rates in female's self-esteem qualities presentations in comparison to male's sample indicate that women are more dependent on external insures of their competence in leadership qualities and acceptance their job performance behavior in nontraditional social roles as well. Though the general level of female's self-esteem is more lower in comparison to male's coherence in women's self-acceptance is more higher and less defensive as in men's population.

Coherence in the existential values and aim achievement is more higher in comparison to male's sample, which is more self-persuaded in life span fulfillment events and thus acceptance their until death . Women are less satisfied by everyday life values because of vague imagination of their future scenarios of their job activities, which are more been impacted by traditional females roles which contradict their level of social aspirations.

Though the locus of internal control and feeling of self-efficacy in women's sample are lower than in men's population, but they have developed high level of self-controlling and are more oriented.

The more any or other personal vocational qualities are being mediated directly by woman's perception, the less are being mediated by gender stereotypes , the higher her persuasion in own gob qualities and potential abilities for personal achievement which are reflected in **professional background presentation.**

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Abstracts

TAMARA GOWORUN, DARYNA KOSKINA. **Zastosowanie idei M. Webera do badania różnic płciowych w prezentacji kwalifikacji zawodowych przez studentów.** W artykule przedstawiono wyniki badań nad różnicami płciowymi w ocenie możliwości zawodowych ukraińskich studentów. W przedstawionych powyżej badaniach autorki oparły się na idei ekonomicznych konsekwencji stratyfikacji społecznej Maxa Webera. Stwierdzono, że u studentek występuje spadek wskaźników cech osobowościowych i aspiracji zawodowych z powodu silnej presji psychologicznej tradycyjnych stereotypów na ich funkcjonowanie społeczne. **Słowa kluczowe:** autoprezentacja, różnice płci, kompetencje społeczne, poczucie umiejscowienia kontroli, samoocena.

TAMARA ГОВОРУН, ДАРИНА КОСЬКІНА. **Застосування ідей М. Вебера до розуміння статевих відмінностей в презентації трудової кваліфікації.** Відповідно до ідей Макса Вебера про економічні наслідки соціальної стратифікації вивчалися статеві відмінності у презентації власної праці спроможності українських студентів. Ми порівнювали оцінки студентами власних соціально-психологічних характеристик здатності успішно

виконувати робочі функції. Комплекс психодіагностичних методів, як-то розміщення локусу контролю в трудових досягненнях та поразках, властивості інтегрованих самооцінок, вимір соціальної компетентності та насичення життя екзистенційними цілями та цінностями дав нам показники гендерних відмінностей в професійних презентаціях. Жіноча вибірка демонструвала зниження показників особистісних властивостей та професійних устремлень через більш сильний психологічний тиск традиційних стереотипів на їхнє соціальне функціонування.

Ключові слова: само презентація, гендерні відмінності, соціальна компетентність, локус контролю, само оцінні судження.

ТАМАРА ГОВОРУН, ДАРИНА КОСЬКИНА. Применение идей Вебера к пониманию половых различий в презентации трудовой квалификации. Согласно идее Макса Вебера об экономических последствиях социальной стратификации изучались половые различия в презентации трудовых возможностей украинских студентов. Мы сравнивали оценки студентами собственных социально-психологических характеристик способности успешно выполнять рабочие функции. Комплекс психодиагностических методов, как то размещение локуса контроля в трудовых достижениях и поражениях, свойства интегрированной самооценки, социальной компетентности и насыщения жизни экзистенциальными целями и ценностями дал нам показатели гендерных различий в профессиональных презентациях. Женская выборка демонстрировала снижение показателей личностных свойств и профессиональных устремлений через более сильное психологическое давление традиционных стереотипов на их социальное функционирование.

Ключевые слова: само презентация, гендерные различия, социальная компетентность, локус контроля, само оценочные суждения

TAMARA HOVORUN, DARINA KOSKINA. Application M. Veber's ideas to understanding sex differences in professional background presentation. According to Max Veber's ideas about economics consequences of social stratification the results of sex differences in professional background presentation of Ukrainian students have been studied. We compared students' estimation their own social-psychological characteristics in ability to perform successfully the work functions. Complex psychological diagnostic methods as control localization in perception their role in work achievements and defeats,

qualities of integrated self-assessment, measuring social competence and saturation of life existential goals and values gave us some indicators of gender differences in professional background presentations. Female's sample entails a reduction of their personal vocational aspirations by more strong psychological pressure of traditional stereotypes on their social functioning.

Key words: *self-presentation, gender differences, social competence, locus of control, self-evaluative judgments.*