

### Socio-Psychological Features of the Manifestation of Youth Channels of Social Mobility in the Managerial Activity of the Head

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#### ABSTRACT

*The article highlights and scientifically analyzes the psychological content of the concept of social mobility, various approaches to the theory of social mobility, socio-professional mobility, the psychological characteristics of the information society, the psychological characteristics of the choice of social mobility channels.*

In developed countries, serious attention is being paid to the realization of the limited opportunities of young people in social life and socialization of young people. Economic stability of the state and its development, as well as the political prestige of the state, are inextricably linked with the spiritual potential, psychological state of the country's youth, and the state of development as a professional or specialist. In such a situation, the youth policy of the state is considered as an important tool. When the socio-psychological condition of young people is studied from the point of view of psychology, of course, their growing up, socialization, education, choosing a profession or specialty, taking their place in society, participating in the labor market as an equal subject, changing their positions in society, and various changes in this process. psychological problems related to choosing a profession, changes in the scientific outlook of young people, and social relations are always becoming a topic of debate in youth psychology.

First of all, when entering the topic, it is necessary to pay attention to this concept. Social mobility refers to the fact that certain individuals or social groups move to other social groups and classes without being satisfied with their social status or position in social life (social changes or social mobility), as well as the exchange of occupations within the same social class.

Such movements of individuals and groups are studied by the theory of social mobility.

Social mobility (Latin *mobilis* - moving, changing) and the so-called manifestations of social change. Sociologist P. Sorokin introduced the concept of social mobility to science in 1927 within the framework of sociological research.

According to P. Sorokin, the founder of the theory of social mobility, social mobility is the movement of people from the social ranks in two directions. The first is in the vertical direction, in which it refers to high and low levels, and the second is in the horizontal direction, in which it refers to the change of an individual or group along the social level [1; 376-400].

Social mobility is used to describe the "openness" or "closedness" of groups and societies as a whole. It is divided into intergenerational (between generations) and intragenerational (intragenerational) types of social mobility. The transfer of social status from father to son (rarely from mother to daughter) is an example of generational social mobility, and individual characteristics associated with social promotion or social decline are examples of intragenerational social mobility. Correspondence coefficients between the quantitative indicators of socially mobile persons can be calculated depending on the gender, education level, "sanity coefficient", psychological characteristics, direction of personal abilities, nationality, race, place of residence, health of socially mobile (variable) persons. By determining the level of social mobility, this or that society is divided into "traditional", "modern", "industrial", "post-industrial", etc. [2; 184].

According to P. Sorokin, social mobility is "the transfer of an individual or a social object (value), that is, all things created and changed by human activity, from one social position to another" [3; 373]. At the same time, social mobility implies a change in the social roles of subjects of mobility.

P. Sorokin also developed several classifications of social mobility (vertical and horizontal, individual and group). He substantiated the role of various social institutions as channels for vertical movement of individuals and social groups, introduced concepts such as the absolute and relative size of mobility, its distance, and introduced quantitative indicators of social mobility. [4; 374-424].

In the second half of the 20th century, the systematic study of social mobility problems was mainly conducted in two directions.

The first is to theoretically understand the phenomenon of social mobility in traditional and industrial societies, to develop various concepts of social mobility within the framework of the stratification and class approach to the study of the social structure of society.

The second is the development of quantitative and qualitative methods and instrumental tools for measuring mobility.

In foreign sociology, in the 50s and 60s of the 20th century, the advanced direction of researching the processes of social mobility was the study of socio-professional mobility, its factors, and its impact on the stability of industrial society. In particular, in the studies of US sociologists S. Lipset and R. Bendix, they distinguished the indicators of professional mobility as follows:

- a) the movement of the generation of "children" in relation to the generation of "fathers" along the line "from hired physical labor to non-physical labor and from that stage to independent farm labor";
- b) evaluation of the evolutionary changes of prestigious and non-prestigious professions from generation to generation, in which prestigious professions are understood to be more related to mental work, and non-prestigious professions are to be understood as professions related to physical labor;

c) determination of the level of increasing, decreasing and horizontal and vertical mobility in time and period [5; 24-25].

S. Lipset explains social mobility as a process of transition of an individual from one state to another, "in many cases, such changes lead to the change of not one, but many positions." "A person rising to another level of the social hierarchy usually distances himself from his loved ones, changes friends, joins new organizations, and changes his place of residence. Sometimes he even changes his faith and name. In many cases, his political views also change. In other words, a person who increases his professional status also seeks to increase his social status. At the same time, a person falling down the social ladder tries to maintain his social position and position by standing in a fundamentalist or conservative position".[6; 84-86]. In his opinion, the fact that the degree of compatibility of positions serves as an advanced description of social mobility is the basis for considering mobility as an important factor in the stability of modern society.

In the sociological studies conducted in the 50s of the 20th century, social mobility was seen as a mechanism that allows the functionally necessary, capable and conscientious people to leave the lower social strata and join the elite strata. A number of researchers argue that structural changes in advanced industrial economies (especially the rise of managers, professionals, and executives) create more "gap" at the top, thereby expanding opportunities for upward social mobility among working-class people.

In an industrial society, upward mobility outweighs downward mobility. In our opinion, the factors of intragenerational and intergenerational vertical mobility are:

1. Changes in the structure of jobs due to industrialization. Emerging professions require more training, are better paid, and are considered more prestigious;
2. changes in the birth rate due to the rapid increase in the number of children in the family, the predominance of single-parent families, divorce, loss of a breadwinner, etc.;
3. change in the position of various professions. Increasing the prestige of skilled labor, which ensures further growth of the economy;
4. Changes in the amount of influential positions passed from generation to generation. In modern industrial society, the position of a person is not inherited as a general description of social positions, but is achieved in social competition;
5. change of the political and legal framework determining the formal equality of life opportunities;
6. social origin of individuals (including belonging to race and nationality), influence of parents or family;
7. place of residence (large or small city, village);
8. level of education and knowledge of foreign languages.

In the 70s and 80s of the last century, the neo-Marxist approach was widespread in Western sociology, according to which social mobility was seen in terms of relations in the labor market, the relationship of individuals and social groups to property, means of production, the autonomy of labor, the structure of classes formed by qualifications and other criteria. In the mid-80s of the 20th century, J. Goldthorpe (Great Britain) and R. Erikson (Sweden) developed the "Comparative Analysis of Social Mobility in Industrial Countries" (CASMIN) project aimed at studying the similarities and differences in the nature of mobility in Western and Eastern European countries.[7; 1-27]. Research was conducted in 9 countries, including Poland and Hungary. The most important conclusions of the researchers were as follows:

- 1) In the second half of the 20th century, the amplitude of the change in absolute mobility was

not 15-20 years, but 9-12 years, and it became clear that the speed of the period of change approved by most researchers is at a higher level;

- 2) in the transition from the working class to the upper class, there is "close" mobility as well as "long" mobility;
- 3) it was found that the composition of the upper and intermediate classes is more prone to change than expected.

J. Goldthorpe, using the research data he conducted in Oxford in 1972, showed that certain changes have occurred in the employment system. However, he hypothesized that the structure of social strata would be stable and closed enough if these changes did not occur. Representatives of the American and European scientific schools analyzed not only the external aspects of intergenerational mobility, but also the factors of internal possibilities and studied the problem of inheritance of inequality in generations. According to the results of research conducted by American sociologists E. Jackson and G. Crockett, it was studied that social mobility has increased within two generations in the USA. According to the study, in 1957, the occupation of male children by their fathers decreased from 1945. A trend of upward mobility was observed, but 25% of those surveyed were noted to have fallen down the ranks of the hierarchy. According to the authors, upward mobility depends more on voluntary movements than on structural factors. These trends were later confirmed by the research of scientists from the USA, Europe and the former Union.[8; 297]. In the second half of the 1980s, as research conducted by T. Kolosha in Hungary showed, "the status group of children is determined independently of each other by the cultural, social and material status of the parents, and the cultural status of the parents has the strongest influence." [9; 153].

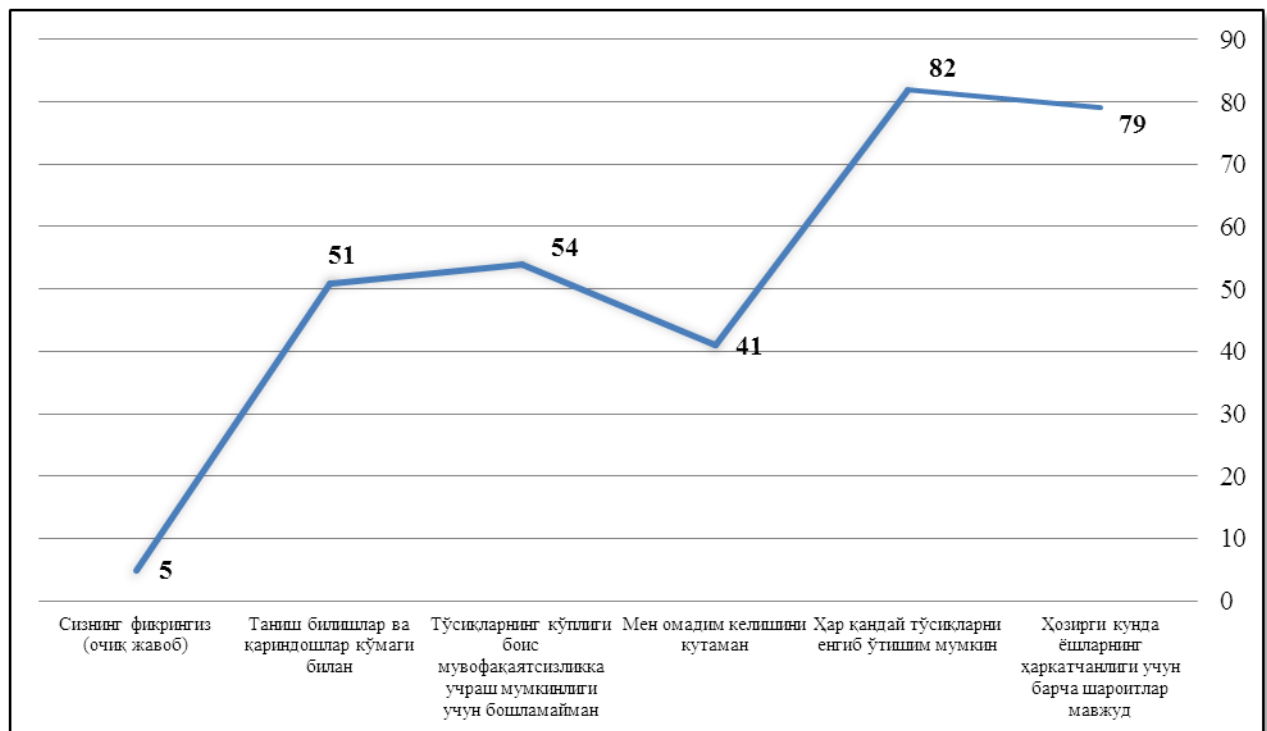
Sociologist D. Gu and psychologist E. While considering meritocracy (management of power by the best and most worthy representatives of society) and social heredity in France, Moreno studied the origins of individual social cohorts in society in the second half of the 20th century, their level of education and social status, and the level of education was the same, but concluded that the inequality between the social achievements of individuals of different origins is widespread as inequality in the social system. According to their final conclusion, social origin is of decisive importance in starting a social career, and the importance of this factor in structuring its duration is also incomparable.[10; 159-178].

Along with researching factors and characteristics of social mobility processes, attempts were made to develop statistical tools for analysis and interpretation of social mobility processes in Western sociology. U. Sewell and R. A model of professional mobility analysis was proposed by Hauser, adapting data analysis methods such as directional analysis, regression and correlation analysis to the goals of mobility research. [11; 55].

Today, psychologists have developed methods of systematization and classification of labor mobility. For classification, some authors have taken the sources of labor mobility as a basis, while others have chosen areas of activity. At the same time, it is assumed by the researchers that it is necessary to improve the methods of regulating labor mobility, this is an important theoretical and practical task, and it serves to reduce the chaotic processes inherent in labor mobility.

For example, according to the results of the research, to the question about evaluating the actions of the youth of our country in order to achieve the goals, the answer of the highly educated (24%) and the secondary-specialized educated (25.9%) was the answer that our youth are active and use their full potential. Among those with secondary education, there are slightly more people who consider our youth to be active than among educated people. The opinion that some young people prefer to use the help of others to achieve their goals was emphasized by (36%) respondents with higher and (22.2%) with secondary education.

How do you rate the efforts of young people today to achieve their goals?



Also, the answer that young people believed in luck rather than trying (16%) was given by respondents with higher and (14.8%) secondary education, while (20%) respondents with higher education and (18.5%) respondents with secondary education gave the same answer. to the question, young people expressed their opinion that they are afraid of failure before starting something. (18.5%) respondents with secondary and special education believe that our youth can be promoted through familiarity. In this regard, the opinion of people with higher education was (4%).

In the 1980s, the continuation of research in this area served to develop and use methods of qualitative study of motives and values in the process of social mobility along with quantitative methods. In this direction, the works of D. Treymer, R. Hodge, N. Tuma, and others took an important place [12; 629-644]. This, in turn, helps young people to independently understand their position in society, that is, as sources of professional mobility or social mobility - the motivation to achieve goals, the laws of increasing the needs of young people, and the hierarchical system of distribution of social results. The existence of channels of social mobility in society, including various social institutions such as the military, religion, education, political organizations, trade unions, family, marriage, art, sports, inheritance, elections, mass media, social networks, social networks of individuals and their groups. creates conditions for movement.

Hungarian researchers Yu. Venige, E. Jozha and L. Detvai also addressed the problem of labor mobility classification. They distinguished three main types of mobility: demographic (gender-age dynamics), social (transition from one social group to another), economic (labor movement). Each type can be divided into forms. For example, the main forms of economic mobility are sectoral, occupational and territorial mobility.

According to S. Kugel, labor mobility also includes the mobility of scientific personnel. It is manifested in "scientists changing: a) profession (specialization, specialization), b) qualification, c) position, g) workplace, etc. The subject of mobility can be an individual scientist or an entire scientific community (scientific group, laboratory, institute, etc.)» [13; 36].

Events and processes affecting the factors of social mobility of young people, the ability to move and completed social activities; also, the living conditions of young people, that is, the place of residence, the type of educational institution, etc., are included as a factor affecting their speed, character and mood in the process of entering into a relationship.

In the analysis of the concept of social mobility and its factors, the researches of V. Boyko and N. Vasilev occupy an important place. They considered social mobility as a sociological concept, that is, the mobility of social groups in the structure of society. [14; 19-21]. The authors distinguish between objective and subjective factors of socio-professional mobility and include objective factors: natural-climate, historically formed differences, level of development of production forces, education, age, and subjective factors include values, attitudes, needs, etc.

In conclusion, it can be said that the analysis and scientific foundation of the theory of social mobility from the point of view of early psychologists opened the way for the psychological research of the problem, the role of various social institutions as channels of vertical movement of individuals and social groups, and the analysis of the absolute and relative size of social mobility in quantitative indicators. Also, it allows studying the characteristics of social groups in the state of "openness" or "closedness" of societies, and distinguishing them into intergenerational (between generations) and intragenerational (intragenerational) types of social mobility. Today, the psychological analysis of the problems of social mobility of young people is mainly based on regional data, studies issues related to their socio-professional mobility and the situation in the labor market, changes in the social status of young people during the reforms, and the values of the young generation.

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