

ICEST 2021**II International Conference on Economic and Social Trends for Sustainability of Modern Society****INDIVIDUAL RESILIENCE AS HUMAN RESOURCE
COMPONENT FOR THE MODERN SOCIETY SUSTAINABLE
DEVELOPMENT**

I. V. Abaeva (a), E. P. Gioeva (b), O. V. Moskalenko (c), E. G. Siukaeva (d),
L. M. Khabaeva (e)*
*Corresponding author

(a) North Ossetian State Pedagogical Institute, Vladikavkaz, Russia, abaeva-i@mail.ru

(b) LLC "Social-Psychological Research Centre", Vladikavkaz, Russia, helgi80@mail.ru

(c) Moscow State Pedagogical University - Grigoriev Branch, Institute of World Civilizations, Moscow, Russia,
moskalenkoolga@mail.ru

(d) South Ossetian State University named after A. Tibilov, Tsikhinval, RSO, alex-alan@yandex.ru

(e) Scientific Research Center of PEI HE VIM (Private Educational Institution of Higher Education Vladikavkaz
Institute of Management), Vladikavkaz, RNO-Alania, Russia, haba-eva@yandex.ru

Abstract

In modern society, one of the most pressing problems is the violation of the integrity of both the person himself and the entire society as a whole through crises, conflicts, the desire to redistribute various resources, etc. The manifestation of human resilience in this situation leads not only to new stages and heights of the development of the individual as a human resource, but also to the sustainability of the development of modern society. The study presents various definitions of the concept of "resilience" and the classification of concepts for studying this concept through the relationship with the categories of the individual and the subject of labor within the framework of age, professional characteristics and depending on the environment of life. This helped to develop an approach that identified three aspects of resilience that can characterize this concept from three sides. First, the ability to adequately and emotionally neutral accept a negative situation. Secondly, understanding a negative situation and developing a plan for getting out of it; thirdly, the implementation of a way to resolve a negative situation in life, a transition to a new level of development and a new level of relations with society. When only the first aspect is manifested, one can speak of an infantile scenario of resilience. The presented aspects will make it possible to propose a program for the development and adjustment of resilience, depending on the goals of the individual and society.

2357-1330 © 2021 Published by European Publisher.

Keywords: Resilience, infantile scenario of resilience, adequate meaningful and socially significant resilience



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1. Introduction

When assessing the role of human resources in the concept of sustainable development of modern society, it is important to identify not only new reference points of this development, which allow developing as much as possible and comprehensively both for an individual person and for all members of society. But it is even more important for each individual person, the whole society and managers associated with this process, to find “points and situations of deprivation and losses” of any resource of this development, to identify what exactly impedes the sustainable development of modern society. When identifying personal and social obstacles and difficulties for the sustainable development of modern society, a second area of work with the population on this issue opens up, namely, the development of opportunities and prospects for the sustainable development of modern society, which is extremely important for the development of motivation of society members for this development.

One of the “points and situations of deprivation and losses” are negative emotionality and disappointment in life, disbelief in “nobody and nothing”, the impossibility of achievements in personal, professional and career development, etc.

Note that this condition can be observed in a person at any age - from adolescence to the elderly. It is urgent to identify the reasons, sources of this condition and to suggest possible directions of work with this. This is especially timely in the situation of modern society, rich in various kinds of conflicts and crises. At the same time, we note that in the world community, the number of conflicts and crises of various kinds and directions is increasing, on the one hand. On the other, the number of resolved crises and managed conflicts is growing, which also gives rise to the problem of the formation of stability in the individual, his resilience, as well as post-crisis and post-conflict work with the population in society for the sustainable development of modern society.

2. Problem Statement

The social environment in the world community in the XXI century is quite aggressive and ruthless to its main component – a human. With the development of scientific and technological progress, this began to be observed in the late XIX and early XX centuries. Especially developed in the second half of the twentieth century. The increase in labor productivity in any sector of the national economy and the development of means of labor in each country has led to hard work for a person not in the physically, but in the mentally: to be in time (that is, excessive concentration on time intervals), not to let down the team and management (increased responsibility), workaholism, increased emotionality, neuroses and psychoses.

Traditionally, in sociology and economics as branches of scientific knowledge, there was a desire to organize human labor so that human resources were less depleted and more replenished (Gorlenko et al., 2019). However, it is impossible to do without a psychological analysis of this situation.

We assume that the basis of any negative emotional state, changes in attitudes towards life and life strategy, lack of fullness of life and disappointment in life, disbelief in “nobody and nothing”, impossibility of achievements in personal, professional and career development is based on the process of formed or unformed resilience of the individual.

The proof of this can be found in age psychology, namely, as the development of personality through the passage of a number of crises (L. S. Vygotsky, V. V. Davydov, V. S. Mukhina, D. I. Feldstein, D. B. Elkonin (Rean, 2002).

This is confirmed by the theory of personality development: psychoanalytic (Z. Freud, C. G. Jung), individual (A. Adler), behaviorism (B. F. Skinner, A. Bandura, J. Rotter), humanistic client-centric (K.R. Rogers) and motivational (A. H. Maslow), cognitive (J. A. Kelly, J. Piaget) (Ziegler & Hjell, 2020), activity (A. N. Leontiev, S. L. Rubinstein, K. K. Platonov, B. G. Ananiev, B. M. Teplov), dispositional (I. M. Sechenov, I. P. Pavlov, V. D. Nebylitsin and V. M. Teplov, G. Yu. Azeink) and others (Rean, 2002).

Understanding the crisis as a solution; a turning point, a coup, a transitional state, a turning point, or as a state in which the existing means of achieving goals become inadequate, as a result of which unpredictable situations arise, leads to the fact that the crisis is characteristic not only for the life of a person individually, but for the society as a whole - from micro-society (family, educational and work team) to macro-society (country, planet). At the same time, any crisis of mental development as a stage of personality development is characterized by the following features: instability, unevenness and heterochronism, sensitivity, cumulateness, divergence – convergence (Rean, 2002, p. 21-22).

Therefore, it is important to identify the multidimensional nature of resilience, its processuality and effectiveness, and to suggest possible areas of work for the formation, development and adjustment of resilience.

This is the scientific significance of our study of the resilience of the individual as an important component of the sustainable development of modern society.

3. Research Questions

3.1. Definition of resilience

A person is often characterized by conservatism and a desire to preserve the existing conditions of life at any cost. Psychologically, this means the preservation of *integrity*. Bobkova (2016) believes that integrity is the most important condition for sustainable social development. In fact, the integrity of a system is a generalized characteristic of any objects of nature and society, which is a relatively stable interaction and interdependence of their constituent elements. In society, the integrity of the entire social system is important as the main condition for its stability, sustainable development and the effectiveness of interaction between people in the economy and in the spiritual and cultural sphere.

Integrity is important in society both for material objects - territory, economy, infrastructure, etc., and for the non-material sphere - restoration of integrity in the sphere of culture, education, medical support, etc. (Sustainable development, 2020). Only the restoration of integrity will allow the population to develop social stability and improve its social well-being (Chuguenko & Bobkova, 2013). Integrity as an integrative quality of the individual and society acts as the basis for such a personality quality as resilience. Human resilience in research is understood variably and affects the categories of personality: “attitude”, “personality trait”, “overcoming oneself”, “disposition”, “personal and psychological resource”, “potential” (Blokhina & Moskalenko, 2019; Loginova, 2009).

Viability is defined as:

- personal attitude underlying existential courage or “courage to be” (Alexandrova, 2005);
- a personality trait characterized by the measure of overcoming the given circumstances by the personality, and ultimately by the degree of overcoming the personality itself (Leontiev, 2002);
- a set of value attitudes and dispositions, which makes it possible to formulate a positive life project, rationally assess existing and potential resources;
- a measure of a person's ability to withstand a stressful situation, while maintaining internal balance and not reducing the success of activities;
- a personal and psychological resource that allows a person employed in the field of helping professions to counteract the development of professional and personal maladjustment;
- “a systemic psychological property that arises in a person as a result of a special combination of attitudes and skills that allow him to turn problem situations into new opportunities” (Bogomaz, 2009, p. 25).

In the study of resilience, the most important indicators of the relationship of this category with other psychological categories and concepts were identified:

- through the relationship with other categories of the individual and the subject of labor;
- in the study of age characteristics;
- within the framework of a general psychological approach;
- in the context of the study of mental and physical health;
- dependence of resilience on the living environment and professional society.

The named studies demonstrate the multifaceted nature of the studied concept of “resilience” and its importance both for an individual and for the whole society. It can be assumed that resilience is formed together with the main characteristics of the personality in ontogenesis, and it can change depending on the age and education acquired, the conditions of life. On the other hand, resilience and the level of its formation often do not depend on education or on the socialization environment of the individual. This is especially evident in extremely extreme conditions for human existence as a result of catastrophes, natural disasters, wars and other emergencies.

The studies considered allow us to determine the author's approach to the concept under study.

4. Purpose of the Study

The aim of the research is to study the concept of “personality resilience” in psychology and to classify approaches to the concept under study; definition of resilience as a multidimensional personality trait; substantiation of the use of the author's approach in psychological practice.

5. Research Methods

The following methods were used in the study:

- comparative analysis and generalization of psychological sources, Internet sources, social sites of various orientations;
- content analysis of scientific works and dissertation research on the issues under study in order to classify approaches to the study of the concept of “personality resilience”;
- included observation of socio-psychological processes in society and the population of Moscow, the Republics of North Ossetia-Alania and South Ossetia.

These methods made it possible to consider in more detail the study of resilience through the relationship with other categories of the personality and the subject of labor.

In modern psychological literature, resilience is studied with innovative potential (Bogomaz, 2009); psychological culture and religiosity (Volobueva & Serezhko, 2015); life-meaning orientations, basic beliefs and strategies of behavior (Kalashnikova, 2011), value orientations (Tuvysheva & Chukhrova, 2020); psychological safety (Duganova, 2010); purposeful activity (Lobanova, 2013); meaning formation (Muddy, 2005); viability (Zeer, 2015); anticipation of satisfaction with one's own choice; intrapersonal conflict and psychological health, etc.

Resilience is of research interest in the age aspect as self-organization of activity among innovation-oriented young people (Vatolina, 2009); innovative qualities of young people with different levels of resilience (Tataeva, et al., 2019); a guideline for psychosocial support of young people at the stage of creating a family (Kostarnova & Kharitonova, 2019); manifestation of destructive attachment in romantic relationships as a decrease in resilience at a student age; the relationship between life-meaning orientations, psychophysiological predictors and the resilience of the elderly; the context of inclusive education (, the influence of personality determinants on the resilience of older people in connection with the stress of life (Rozanova & Kabatova, 2012); comparative analysis of the resilience of students and the elderly (Ilyasova et al., 2017), the dependence of the level of resilience of people of pre-retirement age in the Republic of Tyva; characteristics of the resilience of young people living in Transbaikalia.

The problem of resilience is studied as a problem of human psychology as a problem of the modern world (Odintsova, 2015; Stakina & Shangina, 2012); a phenomenon of resilience from the point of view of a tiered approach to the human psyche (Fominova, 2012); resources of human resilience; comprehension of the concept of resilience (Zakernichnaya, 2016); resilience of people and companies (Kret, 2016).

Resilience is associated with aspects of human health and is studied within the framework of social biomedical ethics (Magidov, 2007); as stress resistance and resilience in sick and healthy people (Sit'ko & Lollini, 2016), patients of traumatology and orthopedics; as a personal resource for achieving a high level of physical and mental health (Verbina, 2018); its socio-cultural and medico-biological sources; the connection between resilience and suicidal behavior; as a factor in overcoming deviant behavior; its relationship with psychological well-being in patients with cardiopathology.

Resilience is studied in the context of the characteristics of professional societies: among representatives of flight and technical professions (Cherepova & Petrash, 2014).

Human resilience is associated with his life environment: the social environment (A.N. Fominova) and social stratification (Fominova, 2012), during the period of post-penitentiary adaptation (in the multiethnic social space (Molchanova & Pisarev, 2018); the relationship between social and

biological in resilience; in changing environmental conditions (Molchanova & Pisarev, 2018), in a situation of extreme uncertainty; viability of the territory, etc.

6. Findings

Introduced by S. Maddy and S. Cobey in the 80s of the XX century, the integral psychological characteristic of personality "hardiness" ("endurance", "resilience", "strength") (as cited in Blokhina & Moskalenko, 2019), is close to "vitality".

In resilience, it is important to identify the following three aspects. First, a person must be able to adequately and emotionally neutral accept unfavorable conditions of the external environment (situations of loss - relatives, friends, place of residence, work, position, etc.) or negative information about his inner state (situation of illness). In this, the person demonstrates his ability to more or less successfully overcome the unfavorable conditions of the external and internal environment, showing high resistance to stress factors.

Secondly, a person should not only be able to "take a hit", but also to comprehend this negative situation, while maintaining internal balance and harmony, but overcoming himself, developing a plan for future activities as a way out of an unfavorable situation.

For psychologists, as well as for the whole society, this aspect is important, since a person can stay on the first only after adequately experiencing a negative situation. He will accept it, survive and leave everything as before. This is an infantile scenario of resilience. As a result, it leads to the closure of a person, the loss of him as an active member of society. The second scenario of stopping at the first aspect is an underestimation of the negative impact of the situation on the development and socialization of the individual, as well as protection from it in various aspects – "ignorance of the bad", "sense of humor", etc. It seems that in this situation there is resilience - a person copes with negative situation, but at the same time as a member of society is lost to society (for example, a patient, ridiculing or not recognizing his illness, loses precious time) and a neurotic character of personality development in the future is also possible.

Therefore, it is the second aspect that speaks of adequate meaningful resilience, however, comprehending and developing a plan for his activities to resolve a negative situation, a person must own the third aspect of resilience.

Thirdly, a person should be able to "take a hit", comprehend it, find a way to resolve it, as well as implement this method of resolving a negative situation into reality, move to a new level of development, both one's own and a new level of relations with society, in general. Then we can talk about the socially significant resilience of the individual.

The identified three aspects of resilience define it as a quality of personality from the standpoint of performance, the presence of which in a person leads to the fullness of life, enjoyment of various types of activities, dedication, worthy overcoming of difficulties, that is, the presence and awareness of a person's life meaning (Leontiev, 2002). Also, the three identified aspects of resilience make it possible to reveal the procedural nature of this personality quality, which contributes to a more or less successful adaptation of the individual to a negative situation, which depends both on the experience of resolving negative situations and on the general abilities and knowledge of a person.

“Ontological anxiety” that arises in a person in a situation of resolving a negative situation depends not only on the past experience of overcoming difficulties that the person has encountered in various aspects, but also on the age of the person: at a young age, a negative situation is perceived differently than in an older person. This also suggests that resilience depends on the activity of the individual.

S. Maddi identified three main components of resilience: involvement, control and risk acceptance (as cited in Nalivaiko, 2006). These three components are commensurate with the three aspects identified. The first is the ability to adequately and emotionally neutral acceptance of a negative situation and means the degree of emotional involvement of the individual in the process of experiencing the negativism of the situation. The second is the comprehension of this negative situation and the development of a way to resolve it. This is the control over your own emotional state and the development of the situation itself. The third is the implementation of a way of resolving a negative situation in life, a transition to a new level of development, both one's own and to a new level of relations with society, in general. This is taking risks and implementing one's actions.

Thus, the studied phenomenon of personality resilience acts as an important component of human resources for the sustainable development of modern society.

The described approach to resilience acts as an activity approach and allows outlining the ways of its correction in various situations. For example, in situations:

- assistance to victims of chemical weapons from the point of view of disaster medicine (Oztürk et al., 2020);
- determining the possible consequences of non-structural risks arising from an earthquake in schools and helping schoolchildren using the risk assessment matrix method (Bayraktar et al., 2019);
- taking into account the relationship of socio-demographic characteristics and experience with the behavior of young people during fires in residential buildings (İnal et al., 2020);
- psychosocial assistance in chemical, biological, radiation and nuclear events (Demiralp et al., 2020);
- defining the perceptions of disaster preparedness among students enrolled in the university health vocational school (Ertuğrul & Ünal, 2020);
- teaching literacy about natural disasters (Sözcü, 2020), etc.

But, most of all, resilience and its formation as socially significant and adequate meaningful is important for young people in a post-conflict society, since it is the active and active overcoming of the negative situation in life, the use of their experience and the experience of previous generations, their knowledge that is essential for the sustainable development of society. to transform the negative of life into positive.

In this we see the prospect of applying the author's approach to the resilience of the individual in psychological practice.

7. Conclusion

Resilience is one of the important qualities both for the individual and for the society as a whole, for its sustainable development. The multifaceted nature of the study of this concept in the study is shown through the relationship with other categories of the personality and the subject of labor, within the framework of age characteristics and in the context of the characteristics of professional societies, within the framework of a general psychological approach, in the context of the study of mental and physical health and depending on the environment of life.

The proposed author's approach to identifying various aspects of resilience not only shows the importance of this quality for the individual and society, but also the possibility of both formation and adjustment, depending on the goals of the individual and society. This is especially the basis for the formation and correction of the resilience of the young generation of society in the post-conflict state of society.

Acknowledgements

The research was carried out with the financial support of the RFBR within the framework of the RFBR research project “Experience of overcoming difficult life situations by the older generation as a factor of youth resilience in the post-war state of society”, project № 20-513-07004.

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