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## CAREER PROMOTION'S SATISFACTION QUESTIONNAIRE

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*Relevance of the study:* *A career is a process and result of progressive advancement of a specialist, which involves motivated, purposeful activity in the direction of changing professional roles, increasing one's own competence, and achieving significant activity results. In today's world, this is not just a social requirement or a pragmatic necessity related to livelihood - it is in the phenomenon of a professional career that personal growth is harmoniously combined with social demands. On the part of the individual, it allows to achieve the highest degree of self-realization and self-realization; from the side of the social system - to effectively use human potential, to form a balanced interaction between the bearers of different roles and statuses. Successful career advancement allows a person to realize his personal and professional potential, to achieve recognition of his own self-worth and significance for other people. Today the issue of psychodiagnostics of the subjective perception of the success of career advancement remains practically unrealized.*

*The Aim is to develop a questionnaire for diagnosing the career advancement of a specialist.*

**Conclusions.** *The article is standardized by a quarrying survey, which is defined by us as an awareness of the high compliance of career harassment with real career growth, which is revealed in a high assessment of their own professional and job status. The questionnaire contains 10 statements evaluated on the Likert scale, have high one-time reliability and validity.*

**Keywords:** *career, career advancement, career satisfaction, technique, psychodiagnostics, specialist, personality, professional activity, specialist.*

## **Опитувальник задоволеності кар'єрним просуванням фахівця**

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Актуальність дослідження: Кар'єра - це процес та результат прогресивного просування спеціаліста, який передбачає мотивовану, цілеспрямовану діяльність у напрямку зміни професійних ролей, збільшення власної компетентності та досягнення значних результатів активності. У сучасному світі це не просто соціальна вимога чи прагматична необхідність, пов'язана з життєдіяльністю - саме в явищі професійної кар'єри особистого зростання гармонійно поєднується з соціальними вимогами. З боку особистості це дозволяє досягти найвищого ступеня самореалізації; з боку соціальної системи - для ефективного використання людського потенціалу, для формування збалансованої взаємодії між носіями різних ролей та статусів. Успішне просування в кар'єрі дозволяє людині реалізувати свій особистий та професійний потенціал, досягти визнання власної цінності та значення для інших людей. Сьогодні питання психодіагностики суб'єктивного сприйняття успіху прогресу в кар'єрі залишається практично нереалізованим.

Метою дослідження є розробка опитувальника для діагностики кар'єрного просування фахівця.

Висновки. Стаття присвячена стандартизації опитувальника кар'єрного просування, яке ми визначається як усвідомлення високих дотримання кар'єрних домагань з реальним кар'єрним зростанням, що виявляється у високій оцінці власного професійного та робочого статусу. Методика містить 10 тверджень, оцінених за шкалою Лайкерта, має високу надійність та валідність.

**Ключові слова:** кар'єра, кар'єрне просування, задоволеність кар'єрним просуванням, методика, психодіагностика, фахівець,

*особистість, професійна діяльність, фахівець.*

**Introduction.** A career is a process and result of progressive advancement of a specialist, which involves motivated, purposeful activity in the direction of changing professional roles, increasing one's own competence, and achieving significant activity results. In today's world, this is not just a social requirement or a pragmatic necessity related to livelihood - it is in the phenomenon of a professional career that personal growth is harmoniously combined with social demands. On the part of the individual, it allows to achieve the highest degree of self-realization and self-realization; from the side of the social system - to effectively use human potential, to form a balanced interaction between the bearers of different roles and statuses. Successful career advancement allows a person to realize his personal and professional potential, to achieve recognition of his own self-worth and significance for other people. However, today the issue of psychodiagnostics of the subjective perception of the success of career advancement remains practically unrealized.

The **Aim** is to develop a questionnaire for diagnosing the career advancement of a specialist.

**Results.** In modern psychological science, there is no single definition of career, which is related to its multifunctional meaning for a person and his social environment, as well as the multi-component content of career as such. Literally, career (French) is advancement in any field. Here are the most common definitions of career, as presented in the study of E. Mogilevkin (cited by Fomenko, 2015):

- career is considered as a dynamic phenomenon, a sequence of changes in professions, statuses, roles, types of work, etc.;

- career is included in the professional space of personality development and is considered as one of the forms of self-realization;

- career is determined by the sum of external and internal factors, including biological predisposition to a certain activity, personal characteristics, social starting conditions and dynamic social environment;

- career is considered to be the criteria of social adaptability and successful life path;

- a career is individual in nature, but there are basic characteristics that can be used to describe, measure and evaluate a career. - a career is a more or less structured and conscious life and professional project (Khomulenko&Fomenko).

Foreign researchers of professional career issues, mainly American authors, prefer to give the most extensive interpretation of career, defining it as "a person's life path, broken into certain intervals, related to his work" (J. Greenhouse), or in the most complete and the comprehensive meaning of this concept as "a sequence and combination of roles that a person performs throughout his life" (D. Super). Thus, O. O. Bodalev and L. A. Rudkevich cite a number of components as the psychological content of the term "career": - the nature of the goals that a person sets, engaging in one of the types of activity, significant for the state of which he is a citizen, and important for the society of which he is a member; - a system of motives that prompt a person to perform activities that are more or less useful for the state and society, as well as the values behind these motives; - the degree of actualization during the implementation of the relevant activity of the specialist's abilities, which, from specific actions and cases, testify to the achieved level of professionalism (cited by Fomenko, 2015).

V.G. Ignatov, V.K. Bilolypetskyi, A.V. Ponedelko, O.I. Turchynov gives the following career definitions:

1) from the perspective of the process approach: career is a way of achieving goals and results in the main form of personal self-expression;

2) from the standpoint of the status approach: career is the result of activity and social status achieved by a person;

3) from the standpoint of the value approach: a career is connected with the socially significant and valued activity of an individual in society;

4) from the individual's point of view: career is understood as a person's individual work path, his activity, expressed in a professional or official form. The psychological and acmeological

approach defines the essential characteristic of a career not only as advancement on the job ladder, but as a process of a person realizing himself and his capabilities in the conditions of professional activity (cited by Fomenko, 2015)

T. Kh. Nevstrueva and T. G. Gnedina describe a career through a three-component structure: - target component – goals, projects, orientations, tasks, harassment, motives, desires, needs, aspirations, values, meanings; - procedural component – methods, strategies, tactics, rates, stages, periods, phases; - the effective component – achievements, changing roles and positions, professional competence and efficiency, professional and professional growth (cited by Fomenko, 2015).

R.A. Berezovskaya gives the following career classifications. According to the environmental factor:

- professional (for example, professional education, professional growth, achievement of professional skills);
- intra-organizational (cited by Fomenko, 2015).

By direction of movement within the organization:

- vertical - moving up the career ladder;
- horizontal - involvement in other functional areas;
- centrifugal - movement towards the management of the organization (access to secret information, informal sources of information, trusting attitude of the management) (cited by Fomenko, 2015).

By belonging to certain types of activity (career of lawyer, doctor, etc.). According to the nature of the changes taking place:

- career in power - growth in status, informal authority;
- qualification - professional growth of the employee;
- status career - increasing the status of an employee in the organization (by length of service, gaining knowledge);
- monetary career - increase in salary, social benefits (cited by Fomenko, 2015).

According to the measure of discontinuity: discontinuous, continuous. According to the nature of the flow:

- linear type: flows evenly, consistently, continuously;
- non-linear type: flows in leaps and bounds.

According to possibility:

- potential career – a person's personally built professional (work) path, career plan;
- a real career is something that has actually been achieved. By the time required to move up the career ladder: - normal (3-5 years in one position);
- - fast (1-3 years of tenure).

Career classification of Yu.V. Ukke predicted the selection of such a leading criterion for career evaluation as the nature of its dynamics, and includes four types of career:

1. Ordinary career. It is characterized as "professional development with the passage of all the main stages of professional life": choosing a profession, stages of exploration and testing one's strength in various fields, the period of mastering the profession, strengthening it, the stage of maintaining and improving qualifications, decline, etc.

2. Stable career. Represents "direct promotion from vocational training to a single permanent type of work."

3. Unstable career. In this case, the stages of attempts and strengthening are followed by new attempts, which can be both forced (in case of job loss, incapacity), and voluntary (change of interests) or caused by a change in professional orientation without interest and effort.

4. Combined career. Associated with the change of short periods of stable professional life and employment with stages of forced unemployment or change of profession, professional reorientation.

Finnish career researchers P. Sinisalo and J. Häjryunen use a person's employment or unemployment as a criterion for their classification. Based on this criterion, four career types were distinguished:

1. Stable, when a person is employed full-time in the profession for which he was trained or has the necessary knowledge, skills and abilities, working in the field of a specific profession (according to P. Sinisalo, 49% of them were found to be such).

2. Unstable, which unites those who worked, but changed their occupation or worked in a different field. The essence of this type of career is in the presence of transitions from one job to another (22%).

3. Stopped or that which is stopped, which is characteristic of those who were often without work, whose periods of employment alternated with periods of unemployment (4%).

4. Educational, which includes those who studied during the entire period of the study.

Career stages according to S. Parkinson: R - readiness P - prudence (R+3) P - promotion (P+7) R2 - responsibility (P+5) A - authority (R2+3) A - achievement (A+7) A2 - awards (A+9) I - importance (A2+6) W - wisdom (I+3) DE - dead end (W+7)

The following periodization of career development is more adapted to domestic realities of professional activity. This periodization involves the following stages: Preparatory stage (ages 18-22) - obtaining professional education; Adaptation stage (23-30 years) - mastering the profession, finding one's place in the team; Advancement (30-40 years) - accumulation of practical experience, growth of qualifications and career aspirations; The stage of preserving what has been achieved (40-50 years) - reaching the heights of independence, professionalism and mastery; Maturity stage (50-60 years) - search for new ways of self-realization, striving to pass on experience to the younger generation; The stage of completion (over 60 years) is a career crisis, preparation for retirement.

By the criterion of success, we understand universal and specific signs of an individual's achievement of success, which are based on objective (or subjective) grounds. The criterion of success acts as a decision-making rule regarding the assessment of a certain action, achievement or achievement by a person as successful. A distinction should be made between subjective and objective success criteria. The objective ones include: - status (position); - career mobility; - increase in the cost of labor (wages, etc.); - accumulation of achievements (experience of successful implementation of projects).

Subjective are:

- assessment of career achievements by the subject himself - psychological success;
- job satisfaction;
- striving for professional self-improvement.

Table 1 shows the descriptive statistics of the questionnaire.

*Table 1*

**Descriptive statistics for the items of Career's Satisfaction Scale**

Items	Min	Max	Mean	Std. Dev.
1. I am generally satisfied with my recent professional achievements.	1	5	2,51	3,11
2. The manager generally likes the way I work.	1	5	2,98	3,66
3. I consider my career advancement quite successful.	1	5	2,35	2,83
4. The results of my work do not remain unrecognized.	1	5	2,77	2,95
5. I regularly receive positive feedback on my work.	1	5	2,46	3,75
6. I have awards and honors received for conscientious professional activity.	1	5	2,01	3,89
7. I often receive offers regarding my promotion.	1	5	2,51	3,22
8. I plan my own further career growth.	1	5	2,34	3,64
9. Compared to most other representatives of my profession, I believe that my professional career is quite successful.	1	5	2,78	2,87
10. Comparing myself at the beginning of my career and today, I am sure that I have made significant progress.	1	5	2,55	2,97

The standard Cronbach alpha for the points of the questionnaire is 0.745. All points of the questionnaire are highly correlated with a total scale.

Table 2

**Internal validity and reliability for the items of Career's Satisfaction Scale**

Items	Cronbach's Alpha	Pearson r
1. I am generally satisfied with my recent professional achievements.	0,744	0,859
2. The manager generally likes the way I work.	0,745	0,895
3. I consider my career advancement quite successful.	0,745	0,758
4. The results of my work do not remain unrecognized.	0,744	0,923
5. I regularly receive positive feedback on my work.	0,744	0,925
6. I have awards and honors received for conscientious professional activity.	0,744	0,945
7. I often receive offers regarding my promotion.	0,745	0,857
8. I plan my own further career growth.	0,745	0,863
9. Compared to most other representatives of my profession, I believe that my professional career is quite successful.	0,745	0,753
10. Comparing myself at the beginning of my career and today, I am sure that I have made significant progress.	0,745	0,736

The analysis of the correlations obtained suggests that the phenomenon of career satisfaction corresponds to such parameters of satisfaction with labor and career in general as material status, prestige of work, relationships with management, real achievements, professional growth, satisfaction of internal (cognitive) motives of activity.

Table 2

**External validity for the items of Career's Satisfaction Scale**

Parameters of career satisfaction	Career's
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	Satisfaction Scale
1. a smart organization, the adjustment of the workflow	-
2. working conditions and workplace	-
3. material award	0,524
4. my post, a place in an organization	0,652
5. an informal role in the team	-
6. relationships with colleagues	-
7. relationships with management	0,741
8. the people I communicate	-
9. advanced training	0,425
10. career growth	0,902
11. own efforts for professional promotion	0,745
12. possibility of self -improvement	0,741
13. a creative contribution to work	0,653
14. the content of the work	0,524
15. positive impact on personal life	-
16. Impact of health and well -being	-
17. matching interests, values, trains	0,411
18. independence in making decisions in work	0,402
19. Technical, methodological support	-
20. workload, balance of work and life	-
21. a sense of security at work	-
22. The complexity and curiosity of the tasks	0,523
23. The prestige of an organization	0,741
24. respect for my profession in society	-
25. the social usefulness of my work	-
26. real achievements in professional activity	0,856
27. matching character and temperament	-

Our methodology we have developed career advancement does not provide satisfaction with relationships in the team, working conditions and social parameters of professional activity. The test of the test reliability of the technique proved the naturalness of this technique ( $r = 0,896$ ).

**Conclusions.** The article is standardized by a quarrying survey, which is defined by us as an awareness of the high compliance of career harassment with real career growth, which is revealed in a high assessment of their own professional and job status. The questionnaire contains 10 statements evaluated on the Likert scale, have high one-time reliability and validity.

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APPENDIX

**Методика «Задоволеність кар'єрним просуванням»**

Інструкція: Оцініть міру згоди із наступним твердженнями за балами: «повністю не згодний 1\_2\_3\_4\_5 повністю згодний».

1. Я загалом задоволений(а) власними професійними досягненнями за останній час.
2. Керівнику в цілому подобається, як я працюю.
3. Я вважаю моє кар'єрне просування цілком успішним.
4. Результати моєї праці не залишаються невизнаними.
5. Я регулярно отримую позитивні відгуки на свою працю.
6. Я маю нагороди та відзнаки, отримані за сумлінну професійну діяльність.
7. До мене часто надходять пропозиції щодо мого просування по посаді.
8. Я планую власне подальше кар'єрне зростання.
9. У порівнянні з більшістю інших представників мого фаху вважаю, що моя професійна кар'єра є достатньо успішною.
10. Порівнюючи себе на початку трудового шляху та сьогодні, впевнений (а), що досяг(ла) значного просування.