SELF-MANAGEMENT ABILITY AS A PERSONAL RESOURCE IN THE MULTI-COMPONENT INDIVIDUALITY'S SELF-IDENTIFICATION

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Abstract

The paper presents the analysis of an important structural component of personality – self- identification. Self- identification of a personality connected with life senses and self-management ability. As a demonstration of human activity, self- identification is a personal resource of development. It reflects a desire to choose, follow one's own path of living and meet external challenges flexibly. The self-management ability is analyzed through the next components: the ability to analyze contradictions, forecasting, goal-setting, planning, development of evaluation criteria, decision-making, self-control, correction. Self-management ability of personality is determined by value-meaningful, motivational, cognitive, operational, willful backgrounds of human mental state set out individual autonomy and provide the effective management of one's own personal activities. Meaningfulness of life in its existential and ontological meaning is a sense-forming component of self-determination of personality. The subjects of the survey are theoretical and empirical aspects of self-management ability as a personal resource in the structure of human self-identification. The authors use the following techniques in order to investigate self- identification features. They are "Purpose-in-Life Test" by D.A. Leontiev, "Self-management Ability Test" by N.M. Peysakhov, "Self-identification Test" and "Self-Actualization Questionnaire" by S.I. Kudinov. A sample of the experiment targets 200 full- and part-time students aged of 19 and 40 at Sholom-Aleichem Priamursky State University. The results of the experimental study showed that the self-management ability, autonomy and the self-expression ability stimulate personal development, being the resource parameters of personal development. The self-management ability, autonomy and the self-expression ability are personal resources in the multi-component individuality's self- identification.

Keywords: self-management ability, self-actualization, personal resource, responsibility, self- identification.

1 INTRODUCTION

The autonomy ability in present-day society is one of the main resources for an individual's development and self-actualization. This feature gives a person an opportunity to determine one's own personal resources and use them in various fields of activities.

Autonomy is a process that is closely related to social and historical facts of society where a person exists in. So R. Baumeister reviewed the main historical epochs and people's attitude to the process of self-development and autonomy. In the era of Modern Age the scientists differentiate between the inner and outer one's self, emphasize and acknowledge an individuality's value. The value of self-awareness is getting more important during the Puritan history. A person develops secular patterns of behavior in the Romantic era. At the same time a man is acutely aware of the conflict between a person and society. Crises towards the Self (personal identity) are highlighted in the Victorian era. The issues of alienation and devaluation of the self maintain at the beginning of the twentieth century. There is also a concern about personal helplessness and one's social dependence focused on. After the Second World War, changed social circumstances start attracting people's attention, in which the responsibility for one's own life and human freedom development in cooperation with a society become relevant (Deci, 1980).

Commenting on the issue of autonomy, one can note N.M. Peysakhov's point of view. The ability to self-management includes the following components: the ability to differ contradictions, forecasting, goal-setting, planning, assessment criteria development, decision-making, self-control, and correction (Peysakhov & Shevtsov, 1991). According to O.A. Dorontsova's research, the higher level of autonomy, the greater the ability to assess the situation, forecasting, goal setting, planning, identifying the criteria for assessing quality, making a decision, self-control, correction and autonomy. This makes it possible to emphasize the ability of self-management as an aspect in autonomy building (Dorontsova, 2016).

The autonomy ability is determined by the ability to self-knowledge, self-determination, self-organization, self-actualization, self-activity, self-control, self-esteem, self-suggestion, and self-development (Andreev, 1998).

T.V. Zobina and A.S. Kolobanov refer the autonomy to an academic approach on metacognitive processing. The researchers define this ability as an integrative ability to set up and implement a program of person's own planned actions on the way to achieve an intention sought independently. This personality's trait involves a range of value and semantic, motivational, cognitive, operational, volitional characteristics of mental state that ensure the efficient human management of one's activities (Zobina & Kolobanov, 2016).

The autonomy ability development is affected by external and internal determinants of personal development. Therefore, the scholars assume that this quality is closely connected to an individual self-determination. According to E. Deci and R. Ryan's definition, self-determination is a person's own activity, one's ability to choose a personal development path independently (Deci & Ryan, 1986). D.A. Leontyev gives the following definition of self-determination. In his opinion, it is considered to be the highest level of individual self-regulation, human ability to respond independently to ongoing demands, to act socially tolerably and sufficiently flexibly to permit spontaneous reactions as well as the ability to delay spontaneous reactions as needed. It can also be defined as extrinsic and intrinsic processes responsible for monitoring, evaluating, and modifying emotional reactions and unpredictable for mere spectators, but simultaneously with regard to one's own reasoning and beliefs (Leontyev, 2006).

In the complex of personal self-determination autonomy can serve as a monitoring and control instrument for human interaction with the environment. So, when making a choice, a person faces a mismatch between one's own interests and external determinants. In this case the autonomy ability contributes either to the opposition against external challenges, or an option to one's own particular interests. If the capacity for autonomy has not developed yet, it is natural for a person to be influenced by external determinants. They construct a person identity incapable and unwilling neither to express his/her personality in society nor just an instrument to achieve purposes forced by someone else. On the contrary, focusing on too much self-management carries risk for a person. A person can become too precise, reasonable and act in his/her favor, disregarding any social interests.

On the one hand, a personality is inevitably brought greater demands, but on the other hand, he/she has natural freedom, ways and strategies of life they choose, including an opportunity to play a fuller role, live creatively, reveal originality and uniqueness of the inner self (Kudinov, 2008). According to D. Perreault and his colleagues, the meaningful life gives a person emotional stability (Perreault, Mask, Morgan & Blanchard, 2014). Personal autonomy and life comprehension depends on an individual expression of self-determination characteristics.

2 THE SURVEY METHODOLOGY

The purpose of the research is to observe the autonomy ability and comprehend life in the structure of personal self-determination.

The object of this research is a personal autonomy ability. The subject is correlation of the autonomy ability and life comprehension with the individual's self-determination.

Scientific instruments of the studies are "Self-determination test" constructed by E.N. Osin which is a modification of K. Sheldon's self-determination scale (Osin & Boniwell, 2010; Sheldon & Kasser, 1995), "Autonomy ability test" by N.M. Peysakhov (Peysakhov, 1991).

200 students at Sholom-Aleichem Priamursky State University took part in the pilot experiment.

3 RESULTS AND DISCUSSION

Having investigated the autonomy ability and self-determination of an individual, the authors organized the findings in Table 1.

Table 1: Quantitative analysis of the survey outcomes dealing with the interconnection between personal autonomy and self-determination

Distribution of autonomy and self-actualization levels (E.N. Osin's test)		Distribution of autonomy ability levels (N.M. Peysakhov's test),%				
		low	below average	average	Above average	high
Autonomy level	high	4	0	42	49	5
	average	0	5	43	52	0
	low	0	57	43	0	0
self-actualization level	high	4	0	31	28	37
	average	0	2	35	60	3
	low	0	53	43	4	0

The participants' autonomy ability with a high level has average (42%) and above average (49%) rates mainly. The same situation is with those who has an average autonomy level (43% and 52%), but they, unlike the previous ones, do not discover low and high levels. Such rates, in N.M. Peysakhov's opinion, are much better. Since high autonomy level can be the reason for a personal high rationality and low emotionality, whereas low rates may indicate a lack of autonomy ability and prevailing emotional evaluations in behavior. The participants with a low autonomy level reveal critical rates. The majority of them (57%) have the autonomy ability which is below average.

Figure 1 shows the link between autonomy and self-management in the form of a linear regression with an equation: $Y = 0.6 \cdot X + 41.9$ (to respect the principle of proportionality of the figure, all participants' results in both tests are converted and displayed as a percent instead of absolute numbers).

The coefficient of correlation between the autonomy rates and self-actualization equals to 0.64 and falls within the significant corridor at $r = 0.14$ for $P \leq 0.05$ and $r = 0.18$ for $P \leq 0.01$. Consequently, the ability to self-management and autonomy are implied to be interrelated psychological phenomena. Such interdependence leads to the following pattern: the increase in the self-management rate on average by 0.6% is attributed to the 1% rise of the autonomy index.

In general, high, average and above average levels of self-management have a positive impact on autonomy. In this case a person can experience life and be able to control it. This ability develops a personal certain balance between freedom to choose and responsibility for it. Meanwhile, a person learns to be sensitive not only to self-interests and needs, but act also in accordance with external determinants. Low and below average levels of self-management ability, by contrast, give a human being a feeling: the absence of a choice, subordination of life to external considerations. Therefore, people cannot make their own goals clear and achieve only those that the surrounding reality offers them.

While examining the interconnection between self-actualization and self-management, the authors find out that the participants with a high level of self- actualization are characterized by average (31%), above average (28%) and high (37%) self-management rates. Self-management ability rates of the participants with

an average level of self-actualization are on average (35%) and above average (60%) levels. The participants with low self-actualization have basically below average (53%) and average (43%) levels of self-management ability.

Fig.1. Correlation between autonomy and self- management

Figure 2 shows the correlation between self-actualization and self-management in the form of a linear regression with the equation: $Y = 0.64 \cdot X + 33.5$.
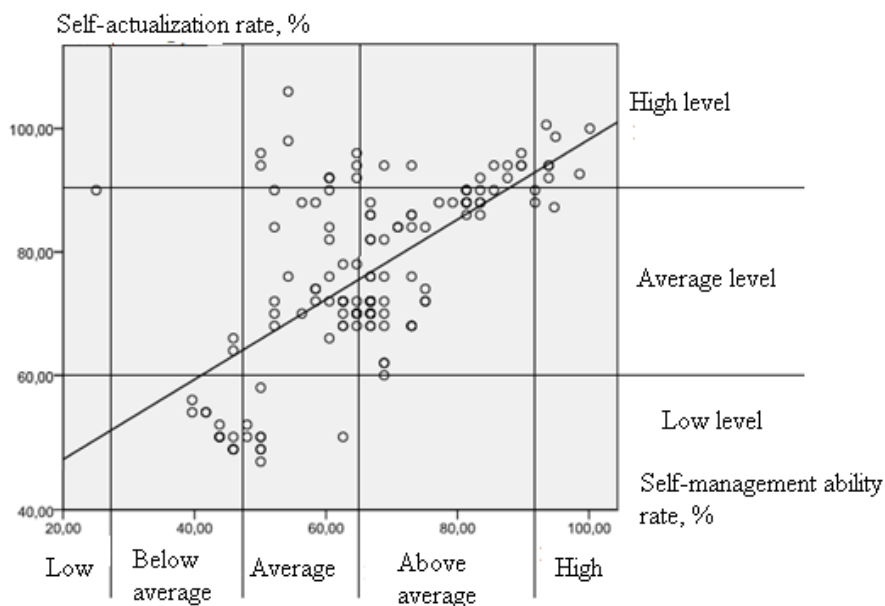

Fig. 2. Correlation between self-actualization and self-management

The correlation coefficient between management and self-actualization makes 0.62 and falls within the significant corridor at r = 0.14 for P ≤ 0.05 and r = 0.18 for P ≤ 0.01. The ability to self-management and self-actualization are also meant to be interrelated psychological processes. Such interdependence leads to the following pattern: the increase in the self-actualization rate on average by 0.62% is attributed to the 1% rise of the self-management index.

High, average and above average levels of self-management are reflected positively on self-actualization. They also promote an adoption and fulfilment of personal own needs and feelings. In that kind of situation a person feels capable of controlling one's own life that responds to his/her demands. The participants with a

self-management ability of below average level are characterized by a low level of self-actualization. Such people tend to experience self-alienation, feel unhappy with life and dissociate themselves from one's own feelings.

Thus, the self-management ability effects positively on self-determination only when its values are on average or above average levels.

In the next section the authors turn to the correlation of the self-management and self-determination rates, which are presented in Table 2. Correlation coefficients falling within the significant corridor at r = 0.14 for P≤0.05 and r = 0.18 for P ≤ 0.01 are marked in grey.

Table 2: Correlation of self-management and self-determination ability rates

Scales of N.M.Peysakhov's Self-management ability test	Scales of E.N.Osin's Self-determination test	
	Autonomy	Self-actualization
	r (xy empirical) falling within the significant corridor at r = 0.14 for P ≤ 0.05 and r = 0.18 for P ≤ 0.01	
Discrepancy analysis	0.393	0.245
Forecasting	0.571	0.621
Purpose	0.465	0.395
Planning	0.444	0.423
Quality assessment criterion	0.198	0.155
Decision making	0.605	0.596
Self-control	0.271	0.326
Correction	0.451	0.527

4 CONCLUSION

Finally, the studies can claim that autonomy is associated with all rates of self-management ability, except for the "Quality Assessment Criterion" scale. The criterion for assessing quality means a scorecard for assessing whether the plan of self-realization and self-actualization is successful. The subject of autonomy chooses the criterion on his/her own. The absence of correlation between the index and both scales of the self-determination test confirms neither interdependent character of these processes nor mutual reinforcing.

Higher correlation coefficients (r (xy empirical) ≥0.5) are indicated in the following interrelations of rates: forecasting - autonomy, forecasting - self-actualization, decision-making - autonomy, decision-making - self-actualization and correction - self- actualization.

The relation between autonomy and self-determination seems obvious. The higher the autonomy level and meaningful life, the higher the self-determination level. Thus, the autonomy process takes an important part in the process of an individual's self-determination, which aims at achieving harmony between personal freedom and responsibility.

The ratio of freedom is higher because of too strong autonomy. It results in a lack of goals in life, the ability to predict and change practical plans. Higher level of responsibility denies any changes, but supports consistency and undue efficiency instead.

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