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SUPPORT FOR DIAGNOSING AN ADAPTIVE SOCIAL-ECONOMIC POTENTIAL OF PERSONNEL UNDER CONDITIONS THAT DYNAMICALLY CHANGING

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Abstract — **The paper focuses on improving the terminology support of diagnosing the subjective component of socio-economic potential (and its components) under conditions that dynamically changing.**

Key words — **personnel's ability to reflection and to adaptation, conditions that dynamically changing, diagnosing, term system for research.**

Today, the ability to adapt to changes is the most important of the abilities (for system, organization or individual), which ensures the possibility of its existence; since it allows timely and consciously to be involved in the process of implementing the organizational changes and effectively interact with other participants according to the program [11].

Personnel ability to adapt to dynamic changes (personal adaptive potential) is subject of research by many domestic and foreign scientists (in particular, V.Yachmeneva [14], G.Ryzhakova [10], O.Milekhina, [8], A.Maklakov [7], N.Simonova [12], E.Haritonova [5], S.Posohova [9], A.Bogomolov [3], N.Shapa [11], others). However, only the ability to adapt is not enough to respond in any situations that developing dynamically. It requires the availability and improving an ability of employees to reflection. Recent researches on theory of developing the personnel adaptive potential is more attentive to the analysis and formulation concepts. But often this analysis is limited by clarifying the content of certain definitions. Now, it is also important to consider the relations between these definitions and combine them into a terminology system.

Previously [2] (developing the ideas N. Simonova [12], G. Aubakirova [1] and own vision), author presented system of personality factors having impact on personnel's ability to

reflect on and to adapt in conditions that dynamically changing. In particular, professionally oriented features of adaptation, social and psychological features of adaptation, activity-related features of adaptation. Due to this idea methodical support of diagnosing the subjective component of socio-economic potential has been supplemented by component of diagnosing [2], which determines and evaluates the personnel's ability to reflection and adapt to the dynamic changes depend on mosaic evolution of socio-economic potential structural elements.

Updating the methodical support requires the new term system for research that could be formed using the algorithm developed by S. Golubev & V. Grin'ko [4]. Mandatory features that characterize quality of terminology system are: integrity [4, 13] (the term system should cover the entire complex of knowledge of the subject area; completeness [4, 13] (the term system has to provide the necessary and sufficient number of terms to refer to any objects and processes in subject area); stability [4, 6, 13] (the term system must have a certain solid structure, which reflects the basis of the theory, at the same time to be open, since it can be supplemented and changed during research); structuration [4, 6, 13] (the term system should have an appropriate structure that reflects relations between terms ("Object – Characteristic, attribute", "Part of – Whole", "Impact factor", "Action – Result" and other logical links).

The term system of diagnosing the subjective component of socio-economic potential (and its components) under conditions that dynamically changing is presented in Fig. 1. This term system allows to provide diagnosing the subjective

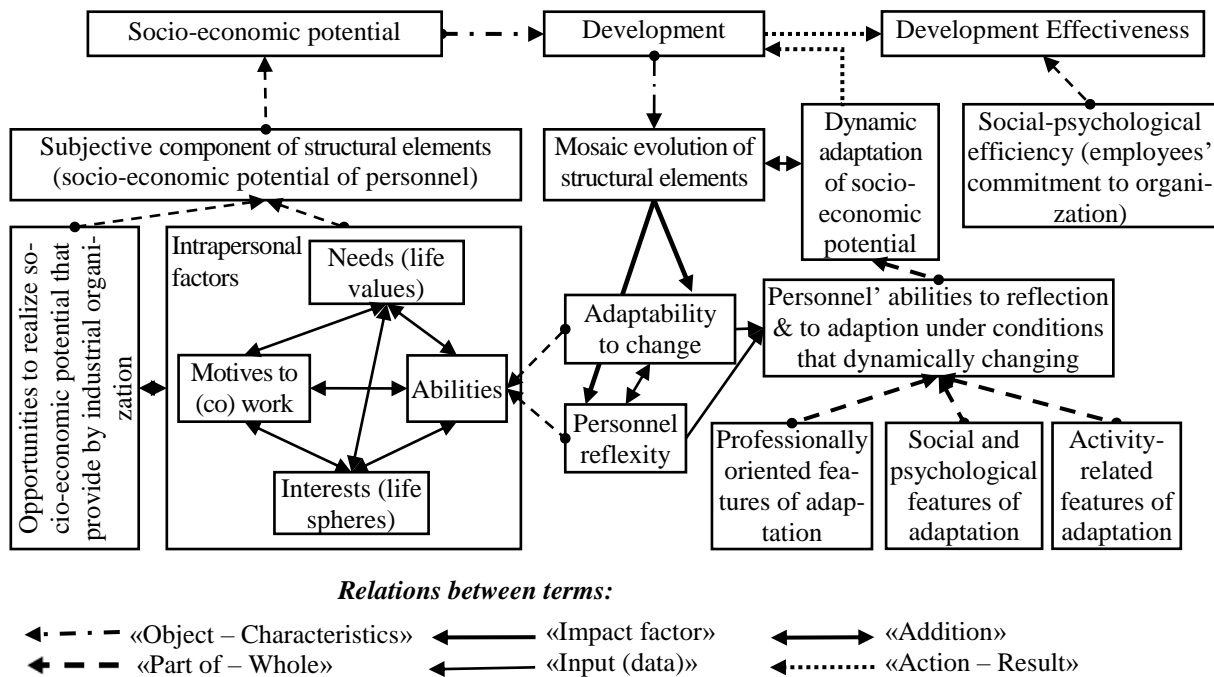


Fig. 1. The term system for diagnosing the subjective component of socio-economic potential under conditions that dynamically changing.

Source: Author's own development

component of socio-economic potential considering element which determines and evaluates the personnel's ability to reflection and adaptation under conditions that dynamically changing.

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