

Uvlechnost raboty i professionalnoe vygoranie: Issledovanie vzaimosvyazy na vyborke predstaviteley sfery obsluzhivaniya (Russian Edition)



Uvlechnost raboty i vygoranie otrazhayut osobennosti psikhicheskikh sostoyaniy, trudovoy motivatsii i povedeniya subektov deyatel'nosti. Aktualnost voprosa vzaimosvyazi etikh fenomenov obuslovlена тем, что odni issledovateli predstavlyayut uvlechnost antipodom vygoraniya, drugie sklonayutsya k mneniyu ob ikh nezavisimosti, tretii ukazyvayut, что imenno uvlechnyye rabotniki imeyut vysokiy risk razvitiya vygoraniya. V nastoyashchey rabote pokazano, что svyazi mezhdru uvlechnostyu i vygoraniem bolee slozhnye i neodnoznachnye, chem predstavlyaetsya v drugikh rabotakh. Etot vyvod osnovan na rezultatakh sodержatel'nogo analiza fenomenov, podtverzhdennykh empiricheskimi dannymi. Avtor raskryvaet osobennosti svyazey uvlechnosti i vygoraniya s lichnostnymi svoystvami rabotnikov i otsenkami ikh deyatel'nosti. Na vyborke predstaviteley sfery obsluzhivaniya vydeleny 4 tipa sochetaniya vyrazhennosti fenomenov i predlozheny rekomendatsii dlya kazhdogo tipa, napravlennyye na sokhranenie vnutrennikh resursov, vysokogo urovnya trudovoy motivatsii i udovletvorennosti raboty. Kniga adresovana spetsialistam po podboru i po obucheniyu personala, rukovoditelyam, rabotnikam sotsionomicheskikh professiy i issledovatelyam sostoyaniy i povedeniya subektov truda.

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