HIGHER SCHOOL OF ECONOMICS
NATIONAL RESEARCH UNIVERSITY

SCIENTIFIC E-JOURNAL

ORGANIZATIONAL PSYCHOLOGY

ISSN 2312-5942

www.orgpsyjournal.hse.ru

2019. Vol. 9. No. 3.

2019. Vol. 9. No. 3.

Scientific e-journal

URL: www.orgpsyjournal.hse.ru

E-mail: orgpsyjournal@hse.ru

Founder:

National research university

Higher School of Economics

Published 4 times per year

INDEXED IN EMERGING SOURCES CITATION INDEX THOMSON REUTERS

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ORGANIZATIONAL PSYCHOLOGY

Editorial

We are pleased to continue to acquaint readers with the latest developments in organizational psychology in 2019–3 issue of **Organizational Psychology Journal**.

The **"Research in Organizational Psychology"** column is presented in four articles. The article *"Social intelligence in the Cultural Context: Comparison of Indian and Slovak Managers"* (in English) by an international authoring team composed of by an international authoring team composed of *Miroslav Frankovský, Zuzana Birknerová, Lucia Zbihlejová, Anuj Kumar, Nishu Marwah* presents the results of a study aimed at analysis of the consistency of the factor structure of the MESI methodology (Measuring Social Intelligence). In the article by *Larisa Karapetyan "Social and psychological predictors of successfulness: a comparative study among representatives of professional groups"* there have been established that vitality, psychological well-being, adaptability, resistance to professional burnout, optimism, extraversion, dominance and self-sufficiency are psychological predictors of successfulness.

The article *«Motivation and loyalty of public servants to job-related groups»* by *Stanislav Gornostaev* contains empirical evidence of the specific features of motivation and loyalty to groups from employees' professional environment. *Liudmila Vereschagina* and *Larisa Olhova* in the research *«Organizational cul-ture and work motivation in educational organization»* revealed the dominant suborders and types of or-ganizational culture, and the structure of labor motives of university employees.

There are two articles in the **"Organizational psychology in practice"** column. The article *«Development of tools for the study of employee identity in the organization»* by the team of *Andrey Sidorenkov, Olesya Shipitko, Denis Shtilnikov and Wladimir Stroh* acquainted readers with the results of test of a new psychomet-ric method of an organizational psychologist. *Eugene Dotsenko, Julia Khamzina* and *Timur Khamzin* shared the results of psychosemantic analysis of market of personal efficiency trainings.

In the column **"First Steps"** posted two articles. The first version of the method, which allows to measure managerial identity, is presented in the article of *Alexander Paramuzov* and *Roksana Nesmeianova «Creation and analysis of psychometric properties of the Managerial Identity Status Questionnaire»*. Two types of factors that relate the level of emotional intelligence of the leader and the activities of the group — conditions and results are identified in the article by *Mikhail Sitnikov «The influence of the manager's level of emotional intelligence on the group activity»*.

In the **"Conferences"** section you will find information about the upcoming conferences in 2019. I*nternational conference on Professional ethics of psychologists* will be held October 12—13, 2019 in Da Nang, Vietnam. The 6th International Scientific and Practical Conference *«Business psychology: theory and practice»* will be held November 29 — December 1, 2019 in Moscow at the HSE. *«XXI April International Aca-demic Conference on Economic and Social Development»* held on April 6—10, 2020 (Moscow, HSE).

Organizational Psychology, 2019, Vol. 9, No. 3, P. 8–19.

ORGANIZATIONAL PSYCHOLOGY

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Social intelligence in the Cultural Context: Comparison of Indian and Slovak Managers

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Abstract. The presented study is based on the assumption that social constructs do not have a generally valid form but are culturally conditioned. *Purpose*. It presents the results of a research aimed at an analysis of the consistency of the factor structure of the MESI methodology (Measuring Social Intelligence) in the Indian and Slovak managerial environment. At the same time, the results of the analysis of differences in the assessment of the extracted social intelligence factors (Manipulation, Empathy and Social Irritability) between the managers from India and Slovakia are presented. *Study design*. The research file consisted of 504 managers, of which 252 were Indian and 252 were Slovak managers. *Findings*. The findings enable formulation of solution to two issues. The first is related to the degree of universality of the extracted factor structures of social intelligence in the individual cultures. The second relates to the assessment of the individual specified social intelligence factors within different cultures. The presented findings confirm that the MESI methodology factor structure detected based on the samples of Indian and Slovak managers is consistent. The only difference was detected in the order of the factors extracted based on the percentage of the variance explained. Consistency of the factor structure presented is confirmed also by the results of saturation of the factors by the individual items, the Cronbach´s alpha values, and correlation of the extracted factors. Existence of several differences in the assessment of the social intelligence attributes of Manipulation and Social Irritability was confirmed. Manipulation was more prominently rejected by the Indian managers, while Social irritability was more prominently rejected by the Slovak managers. *Value of results*. This finding also points to the necessity of accepting the cultural context in examining social intelligence and social constructs in general.

Keywords: social intelligence, cultural context, MESI, management, manipulation, empathy, social irritability.

Introduction

Culture has a great impact on the formation of human characteristics, including attitudes, behaviors, habits and values that are transmitted from one generation to the next (Matsumoto,

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2000). Accepting the requirement to explore social phenomena in a cultural context is an important theoretical and methodological basis of any social research. The researchers focus not only on the comparison of the social, ethnic and cultural differences that are reflected in the behavior of people, but also on studying the impact of culture on the development of individuals. Discussions are aimed at verification of generally applicable characteristics, independently of the cultural context, but also at how a particular culture affects a person. This approach automatically assumes that social constructs do not have a generally valid form but, on the contrary, they are shaped by culture, habits, customs — the entire cultural heritage of a particular society (Heine, Ruby, 2010; Markus, Kitayama, 2003).

M. E. Ascalon, D. J. Schleicher, and M. P. Born studied the issue of social intelligence across cultures and developed an instrument which was labeled as CCSI (Cross Cultural Social Intelligence). According to their research, CCSI can be used in cross-cultural situations, although one crucial limitation of its use is that it has not been validated in terms of relations to job performance. After development of CCSI, the authors argued that there had been no similar instrument available at that time, particularly not a theoretically grounded and empirically sound one (Ascalon, Schleicher, Born 2008).

The presented study therefore focuses on the theory and methodology based on the assumption that social constructs do not have a generally valid form but are culturally conditioned. Its objective is to explore the differences in the assessment of the particular social intelligence factors by Slovak and Indian managers in the context of verification of an own, original methodology for measuring social intelligence — MESI (Frankovský and Birknerová, 2014a), which is further described in the methodological section of this paper.

Literature review

Every manager behaves differently in social situations. Some feel comfortable in these situations; behavior does not present a problem for them; they even seek these situations out. Others avoid them, feel uncomfortable; they are unable to choose the right behavior forms. The causes of these differences can be sought in several areas and analyzed from different angles. It is clear that the specifics of behavior in these situations can be caused by characteristics at the individual level of each manager (temperament, personality characteristics, experience), but also at the level of the situation (culture, conflict, friendly atmosphere, threats, unknown situation). Social intelligence in this sense can be considered as one of the leading personality predictors of managerial behavior in social situations.

One of the typical examples of research into the cultural context is the area of values (Hofstede, 2001), but H. R. Markus and S. Kitayama also discuss the impact of culture on the processes of self-esteem, self-respect, management (Markus, Kitayama, 2003; see also Mikušová, Horváthová, 2010), selection, dissonance, emotions, motivation, control, attention and categorization, creativity, the impact of culture on the assessment of well-being, morality, health, and so on. In this concept, social intelligence also has its place (Birknerová et al., 2013).

When defining social intelligence, the emphasis is on how individuals understand and interpret their own behavior and behavior of other people, and also, depending on this interpretation, how they can effectively regulate their behavior. Some definitions accentuate rather perceptional, cognitive-analytical dimension, or an ability to understand other people (e.g. Barnes, Sternberg, 1989). Other definitions concentrate more on behavior, or an ability to successfully affect other people (e.g. Ford, Tisak, 1983), and accentuate the behavioral aspect. Social intelligence is characterized also from the point of view of the traditional three-component model with differentiation of perceptional,

cognitive, and behavioral components (Bjorkqvist, 2000). Multidimensional feature of the social intelligence construct is unquestionable.

D. H. Silvera, M. Martinussen, and T. I. Dahl describe social intelligence as an individual personality trait. Beginnings of the efforts to conceptualize and operationalize it date back to E. L. Thorndike (1920). However, efforts to theoretic define social intelligence come across certain difficulties (Silvera, Martinussen, Dahl, 2001). Issues of distinguishing social intelligence from other similar constructs (academic intelligence, emotional intelligence, practical intelligence, but also e.g. communication, social influence, etc.) are still under discussion, as well as understanding of social intelligence as a performance characteristic or a personality trait.

As we observe the basic lines of social intelligence study in the literature, essentially, two main tendencies represented by the psychometric and the personal approach (Kihlstrom, Cantor, 2000) can be set apart. The psychometric approach conceptualizes and operationalizes social intelligence as ability or a number of abilities, where people can be compared on a low versus high dimension, and in this case the only difference from the academic intelligence lies in the focus on the social sphere (Silvera, Martinussen, Dahl, 2001). On the other hand, the personal approach representatives speculate about social intelligence on the basis of behavior in various interpersonal situations, social interactions, and social structures (Ruisel, 1999), which are not evaluated strictly on the efficiency dimension.

In terms of exploring social intelligence in a cultural context, it is possible to define at least two sets of issues. The first one is related to solving the level of universality of the extracted factor structures of social intelligence in individual cultures. The second one is related to the assessment of the individual specified factors of social intelligence in different cultures.

R. J. Emmerling and R. E. Boyatzis focused in their study on the cultural issues related to applied use of emotional and social intelligence competences, particularly to their cross-cultural validation, which is seldom studied empirically. Their research revealed that these competences represent a practical, reliable, theoretically coherent, and valid approach to the assessment and development of individuals in diverse cultures (Emmerling, Boyatzis 2012).

In accordance with L. S. Sigmar, G. E. Hynes, and K. L. Hill social and emotional capabilities are at least an equivalent predictor of professional success as cognitive assumptions (Sigmar, Hynes, Hill, 2012). In terms of identifying social intelligence as a predictor of successful managerial behavior, two concepts can be mentioned. The first one is related to social competences as a prerequisite for the management of work teams. The second one is based on the findings of R. E. Boyatzis (2011) and says that social and emotional intelligences explain a significant part of the variance in the prediction of managers' performance competences. From the viewpoint of both concepts, it is necessary to consider the impact of the cultural context on the aforementioned attributes.

Methodology

The aim of the research was to contribute to the discussions about the cultural impact on the construct of social intelligence on the basis of a comparison of the extracted factor structures, Cronbach's alpha values, correlations and the specification of differences in the assessment of the identified factors on the samples of Indian and Slovak managers, and at the same time to verify the possibilities to use the MESI questionnaire in various cultural contexts.

The MESI methodology (*Measuring Social Intelligence*; Frankovský, Birknerová, 2014a) detects social intelligence as a personality trait. Its authors assume the trans-situational stability of social intelligence which they define as a dispositional personality attribute. MESI was developed on the

basis of the previous research studies in which the EMESI methodology (Empathy, Manipulation, Social Irritability; Frankovský, Birknerová, 2013) was used. EMESI had been initially designed for students, their peers, and their teachers to measure the perception of social intelligence as a performance characteristic. Its structure was then revised and perfected to accommodate wider audience, i.e. to become MESI — a generally applicable tool for detecting social intelligence of people. Both MESI and EMESI were inspired by and proposed according to the PESI methodology (Peer-Estimated Social Intelligence) created by, A. Kaukiainen, K. Bjorkqvist, K. Osterman, K. Lagerspetz, S. Forsblom (Kaukiainen et al., 1995).

MESI consists of 21 items evaluated on a 5-point Likert scale were 0 represents „never" and 4 represents „very often". By means of a factor analysis, three factors were extracted and labeled by M. Frankovský and Z. Birknerová (2014a) as follows:

Manipulation: People who have higher scores in this social intelligence attribute are able to persuade others to do almost anything. They can use others for their own benefit and persuade them to take their side. At the same time, they are happy about it. They use the lie of others for their own advantage. Example item: "I know how to persuade others to take my side".

Empathy: Individuals with higher scores in this factor are able to recognize the intentions, feelings, and weaknesses of other people. They can decipher the ways others think, adapt to new people, guess their wishes as well as fulfill them. Example item: "I know how to act in accordance with the feelings of others".

Social irritability: Persons characterized by higher scores in this factor are nervous in contact with other people. They avoid the presence of others if possible. Feelings of others baffle them; adapting to other people is a problem for them as it invokes unpleasant feelings in them. Weaknesses and wishes of others confuse them. Example item: "People who are willing to do anything for me make me nervous".

The research sample, which was collected offline using the Snowball data collection method, consisted of 504 managers. Of these, 252 (50%) were Indian managers and 252 (50%) were Slovak managers, all approached in their native cultural environment. The sample of Indian managers was made up of 125 (49.6 %) men and 127 (50.4 %) women, aged 33.7 years on average (SD: 10.860 years). The sample of Slovak managers was made up of 123 (48.6 %) men and 129 (51.4 %) women, aged 30.4 years on average (SD: 9.125 years). Two methodology language variations were used to conduct the research – the Slovak version for the Slovak sample (Frankovský, Birknerová, 2014b), and the English version for the Indian sample (Frankovský, Birknerová, 2014a). The acquired data was processed by means of the SPSS 20 statistical software.

Results

One of the possible approaches to verifying the new methodology is also the definition of its use in other linguistic mutations in different cultural environments. The research problem was aimed at determining whether the factor structure of the MESI methodology, identified on a sample of Slovak managers, is identical to the factor structure of the methodology extracted on the sample of Indian managers. One of the primary objectives of the conducted study was to verify the factor structure on two culturally distant samples in order to find out whether the attributes of social intelligence remain unchanged when assessed by managers whose cultural background is in many ways different from the one where the initial methodological studies had been conducted (Frankovský, Birknerová, 2013; 2014a; 2014b).

On the basis of a factor analysis (Principal Component Analysis with Varimax Rotation) carried out on the sample of Slovak and Indian managers, three identical factors of social intelligence were

extracted in both cases (Table 1). The identified factors can be ordered according to the variance explained and described content-wise as Manipulation, Empathy and Social irritability.

Table 1. Factors Extracted on the Sample of Slovak and Indian Managers and Their Saturation with the Individual Items of MESI

MESI items	Slovak managers			Indian managers		
	Manipulation	Empathy	Social Irritability	Manipulation	Empathy	Social Irritability
5. I am able to persuade others to do almost anything	.496			.426		
6. Using others for my own benefit pleases me	.784			.704		
11. I can use my behavior to persuade people to do for me what I want	.697			.538		
12. If I want, I know how to use others for my own benefit	.791			.739		
13. I know how to use the lives of others for my own benefit	.700			.687		
19. I use others for my own benefit	.824			.775		
20. I know how to persuade others to take my side	.806			.519		
2. I can guess how to adapt to new people		.703			.460	
3. I am able to guess the wishes of others		.765			.671	
8. I am able to recognize the wishes of others		.764			.637	
9. I know how to act in accordance with the feelings of others		.488			.503	
16. I am able to guess the feelings of others even when they do not want to show them		.765			.675	
17. I can guess the weaknesses of others		.620			.636	
21. In contact with other people I can recognize their intention		.549			.483	
1. Contact with others makes me nervous			.640			.652
4. Feelings of others baffle me			.493			.639
7. I feel uncomfortable when I have to adapt to new people			.628			.584
10. Weaknesses of others baffle me			.542			.494
14. I feel uneasy when I have to adapt to new people			.583			.605
15. Wishes of others make me nervous			.518			.489
18. People who are willing to do anything for me make me nervous			.635			.337

On the basis of the factor analysis it may be claimed that the factor structure of the MESI methodology detected on the sample of Slovak managers corresponds to the factor structure of the mentioned methodology detected on the sample of Indian managers. The individual extracted factors in both cases are saturated with the same items of the methodology. Factors extracted on the Slovak sample of managers explain 54.2% of the variance, while the factors extracted on the Indian sample of managers explain 42.2% of the variance. In both cases, the variance is explained at an acceptable level and is essentially identical.

The eigenvalue and percentage of the variance explained for the individual extracted factors on the research samples of Slovak and Indian Managers are displayed in Table 2. It is necessary to note that the order of the factors extracted based on the percentage of the variance explained was in the sample of Indian managers as follows: Empathy, Manipulation, Social irritability. In the sample of Slovak managers it was first Manipulation, followed by Empathy and then Social irritability.

Table 2. Eigenvalue and Percentage of Variance Explained for Individual Extracted Factors on the Research Samples of Slovak and Indian Managers

Statistics	Slovak managers			Indian managers		
	M	E	SI	E	M	SI
Eigenvalue	4.642	4.114	2.653	3.284	3.041	2.542
Variance (%)	22.019	19.592	12.631	15.640	14.480	12.103

Note. M = Manipulation; E = Empathy; SI = Social Irritability

The factor structure of the methodology extracted on the samples of Indian and Slovak managers is also identical. The MESI methodology is therefore applicable to both the Slovak and the Indian managers. This fact is also demonstrated by the graphical expressions of the extracted factors (Figure 1, Figure 2).

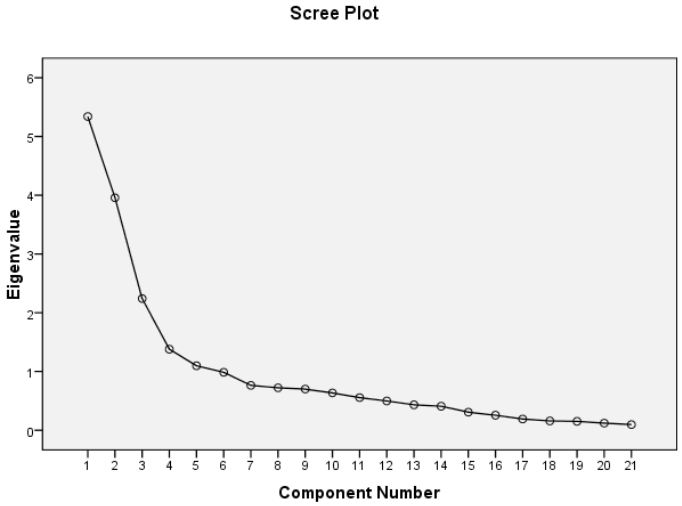

Figure 1. Scree Plot of the Factors Extracted on the Slovak Sample of Managers

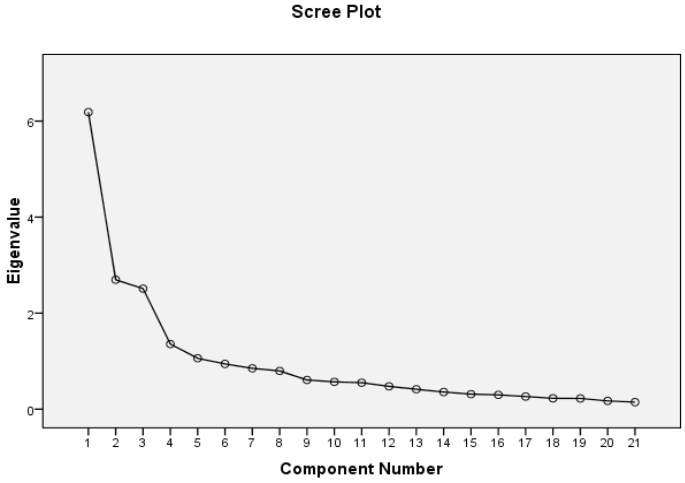

Figure 2. Scree Plot of the Factors Extracted on the Indian Sample of Managers

The degree of internal consistency of the individual factors was measured by the Cronbach's alpha coefficient (Table 3).

Table 3. Cronbach's Alpha Values for the MESI Methodology Factors Extracted on the Sample of Slovak and Indian Managers

Country/Factor	Manipulation	Empathy	Social irritability
Indian managers	.805	.721	.743
Slovak managers	.882	.830	.780

The Cronbach's alpha values detected on the Slovak sample of managers show a sufficient internal consistency of the individual factors of the MESI methodology.

The results of the correlation analysis of the extracted MESI factors carried out on both samples of managers indicate the existence of similarities between these factors calculated from the data from the Slovak and the Indian samples of managers. The correlation coefficient values found on the sample of Indian managers (Table 4) point to a significant relationship between Empathy and Manipulation, which is expressed by a positive correlation coefficient. This fact tells us that those Indian managers who score higher in the Empathy factor have higher scores also in the factor of Manipulation. It means that the managers who are able to guess the wishes, feelings, and intentions of other people are, at the same time, capable of persuading them to behave and act in their favor and support them, standing by their side.

A significant relationship was detected also between the assessment of Manipulation and Social irritability, which is expressed by a positive correlation coefficient. It means that the managers, who tend to behave manipulatively, feel unpleasant when having to adapt to other people. They perceive the feelings and wishes of others as unpleasant.

Table 4. Correlations of the MESI Factors Extracted on the Indian Sample of Managers

Factor	Manipulation	Empathy	Social irritability
Manipulation		.381***	.283***
Empathy			.068

Note. *** $p < .001$

Analysis of the data gained from the Slovak managers (Table 5) confirmed, similarly to the Indian sample, the existence of statistically significant correlation coefficients between Empathy and Social irritability. These results prove that the higher the Slovak managers score in the Manipulation factor, which means using other people for their own benefit and persuading them to do whatever they want, the higher their tendency towards to assess themselves as able to guess the wishes, feelings and intentions of others.

Contrarily to the Indian managers, the correlation analysis on the sample of Slovak managers confirmed a statistically significant correlation between Empathy and Social irritability. It means that the managers who are able to guess the wishes, feelings, and intentions of others, at the same time feel unpleasant when having to adapt to other people. They perceive the wishes and feelings of others as unpleasant.

Table 5. Correlations of the MESI Factors Extracted on the Slovak Sample of Managers

Factor	Manipulation	Empathy	Social irritability
Manipulation		.454***	.147*
Empathy			.160*

Note. *** $p < .001$, * $p < .05$

Based on the presented analysis of the factor structures extracted on the samples of Indian and Slovak managers, a comparison of the assessment of the three MESI factors, individually for the managers from India and for the managers from Slovakia, was carried out.

The multivariate analysis for repeated measurements confirmed the similarity of statistically significant differences in the assessment of the three factors of the MESI methodology by the Slovak managers (F test value was 317.258, statistical significance 0.00) as well as by the Indian managers (F test value was 273.243, statistical significance 0.00). The average values of the individual MESI factor assessments by the Slovak and the Indian managers are shown in Figure 3.

The Indian and Slovak managers indicated that they use the social intelligence attribute of Empathy often in their behavior. It means that they can guess the wishes, feelings, and intentions of other people, and when necessary, they can also adapt to them. Contrarily, the manifestations of Manipulation and Social irritability in the behavior of the Slovak and Indian managers occur only rarely.

From the above results it is necessary to draw attention to the difference between the Slovak and Indian managers in the assessment of manipulative behavior. Data analysis confirmed a statistically significant difference in the assessment of this factor among the Slovak and Indian managers (Table 6).

Table 6. Country comparison of the social intelligence factors

MESI factors	Country	*M*	*SD*	p	t
Manipulation	Indian managers	1.6803	.76341	< .01	3.805
	Slovak managers	1.9416	.77080		
Empathy	Indian managers	2.5391	.57991	.308	1.021
	Slovak managers	2.5920	.57172		
Social Irritability	Indian managers	1.4003	.63272	.049	1.981
	Slovak managers	1.5017	.51366		

It is obvious that the Indian managers significantly less often use manipulative behavioral attributes than the Slovak managers. They have a lesser tendency to use other people for their benefits, to persuade them to do anything for them and stand on their side.

At the same time, the Slovak managers assessed themselves as less socially irritable than Indian managers (as seen in Table 6). They feel less uncomfortable if they are to adapt to others. They perceive wishes and feelings of others as less unpleasant. Figure 3 presents an overall illustration of the differences in the assessment of each of the MESI factors between the studied samples (*t test*).

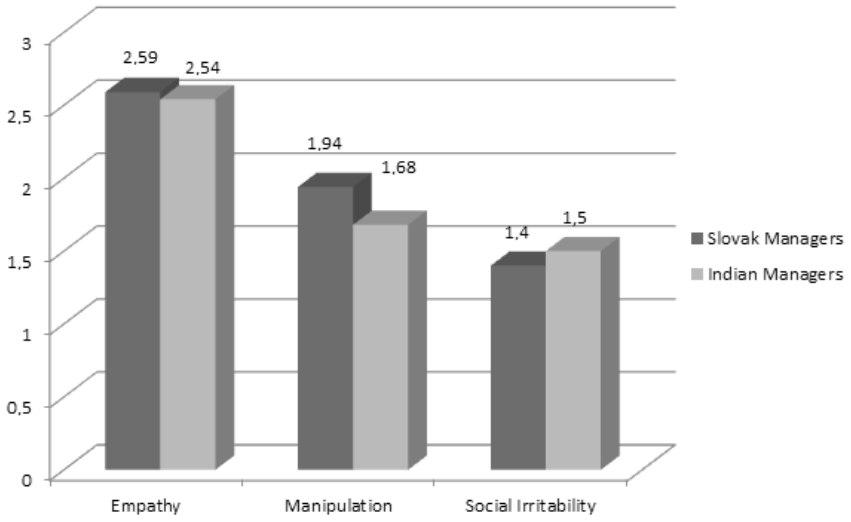

Figure 3. Average Values of the Individual MESI Factor Assessments by the Slovak and the Indian Managers

Discussion and Conclusion

MESI methodology has been utilized in the previous research studies but it is still quite a new tool that needs to be validated within various contexts. H. Uzun, A. C. Buran, and E. T. Beydíllí used MESI to investigate the effect of dimensions of social intelligence on entrepreneurship intention. They conducted a survey on the sample of 249 students of Kutahya Social Sciences Vocational College and Kutahya Technical Sciences Vocational College. In their analyses they found out that manipulation and empathy had a direct impact on entrepreneurship intention. As entrepreneurship requires strong social relations of individuals, it raises the idea that entrepreneurs with a high level of social intelligence will have high levels of manipulation in the context of personality or empathic approach (Uzun, Buran, Beydilli, 2017).

The theoretical and methodological concept of social intelligence presented in this study in the context of cultural specifics is based on the assumption that social constructs do not have to have a generally valid definition but are may be conditioned by culture. The acquired results contribute to the discussion of the definition of attributes, which can be understood as transculturally unchanged, or the attributes that are modified by a particular culture. At the same time, these results support the findings of H. R. Markus and S. Kitayama (2003) on the broad-spectrum impact of culture and beyond. In this concept, social intelligence also has its place, as already proven in the previous studies (Birknerová et al., 2013; Frankovský et al., 2018).

T.-Y. Kim and M. A. Rahim carried out a cross-cultural study on the links between leaders' social intelligence and their creative performance (Kim, Rahim, 2013). Based on their model, which was tested on the sample of employed MBA students from five countries (Hong Kong, Thailand, U.S., U.K, and Scotland) and designed to indicate to what extent their supervisors displayed social intelligence and creative performance, they found out that the supervisors with greater social intelligence contributed more to creative performance.

The findings presented in this contribution suggest that the social intelligence attributes are trans-culturally fixed (extracted factor structure of social intelligence, saturation of the factors by items, similar Cronbach's alpha values), as well as confirm the existence of certain cultural specifics of this issue (links between Empathy and Social irritability within the Slovak sample, order of the extracted factors according to the variance explained, as well as the assessment of Manipulation and Social irritability as such). An essential finding resulting from this research is confirmation of the stable factor structure of the MESI methodology in both cultures and, at the same time, detected different assessments of two of the social intelligence factors (Manipulation and Social Irritability) between the Slovak and the Indian managers.

In general, it is possible to discuss the issue of whether the influence of culture changes the internal structure of the social construct, i.e. social intelligence and thus if it is possible to specify different attributes of social intelligence in different cultures, or if it is possible to identify the influence of culture only in the context of assessment of these extracted factors. From this viewpoint it is also possible to interpret the detected statistically significant difference between the Indian and the Slovak managers in the assessment of manipulative forms of behavior. Indian managers use manipulative behavioral attributes significantly less than Slovak managers. At the same time, the Slovak managers considered themselves less socially irritable than the Indian managers.

The presented results support the necessity of accepting the possible cultural specifics in the studies of social constructs including social intelligence, but at the same time they indicate the appropriateness of utilizing the MESI methodology also in other cultures, as already proven within the Ukrainian settings (Frankovský et al., 2018).

The mentioned characteristics of the influence of culture on the assessment of the attributes of social intelligence need to be interpreted in the context of the specifics of the research sample used. At the same time, from the perspective of the possibilities of using the presented MESI methodology, it is necessary to extend the research scope to other cultural environments, as well as to accentuate the issue of language transformations of the MESI methodology. In this sense, it is crucial to verify the language variations of the methodology by means of a reverse translation.

Funding

This research was conducted with the support of the grant project KEGA 003PU-4/2017 («Coping with demanding situations — subject innovation and university textbook preparation»).

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Received 30.04.2019

ORGANIZATIONAL PSYCHOLOGY

Social and psychological predictors of successfulness: a compartive study among representatives of professional groups

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Abstract. Modern society requires a specialist in any field of professionalism, competence, mobility, tolerance, willingness to act effectively in a changing environment. The lack of formation of these qualities is a barrier to career and professional growth, a person is not able to resist competition, to fulfill the requirements imposed on him and, as a result, feels unsuccessful. *Purpose*. The aim is to identify social and psychological predictors of successfulness among representatives of various professional groups. *Study design*. The sample was formed by specialists of such professional categories as rescuers, Ministry of Internal Affairs employees, doctors, psychologists, teachers, service workers, engineers and industrial workers (N = 1348). The comparison group consisted of 351 prisoners. To study the successfulness of the respondents were asked ("Are you successful person?") to assess its severity at a 7-point scale from 1 to 7. Based on the obtained estimates using two-step cluster analysis, the sample was clustered into four groups: with low, reduced, increased and high success. It is proved that the representatives of different professional categories to varying degrees assess their success. *Findings*. So, workers of the production sector (engineers, workers) to a lesser extent than representatives of other occupational categories, consider personal successfulness. Whereas employees of the Ministry of Internal Affairs and doctors appreciate their success most highly. It is revealed that professional affiliation, gender, age, education and social conditions affect the self-assessment of successfulness and are its predictors. It is established that vitality, psychological well-being, adaptability, resistance to professional burnout, optimism, extraversion, dominance and self-sufficiency are psychological predictors of successfulness. *Value of results*. The results of the study can be used for further study of the phenomenon of success in the framework of general, social, age and organizational psychology, work psychology, as well as for the development of programs for the formation of successful behavior, psychological support of individual career trajectories of representatives of various professional categories.

Key words: success, successfulness, social predictors, psychological predictors.

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Received 12.06.2019

ORGANIZATIONAL PSYCHOLOGY

Motivation and loyalty of public servants to job-related groups

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Abstract. *Purpose*. The article describes an empirical study to test the hypothesis about the specificity of the motivation of loyalty of public servants to groups operating in social environment in their workplace and to identify specific features of the motivation of loyalty to such groups. *Methodology*. The study was based on the understanding of loyalty as a psycho-behavioral participation the person in group at the interconnected levels of self-determination, group emotions, as well as motivations, orientations and processes of group activity. The research sample consisted of employees of Russian penitentiary system (N = 2786). To collect the empirical material was used Method of color metaphors (by I. L. Solomin) adapted for the purposes of the research and computerized in the Psychometric Expert 9.0.4 program. Data processing was carried out using the 'nearest neighbour' method of cluster analysis and Fisher's significance testing. *Findings*. The main peculiarity of public servants motivation of loyalty to job-related groups is the leading role of self-assertive motives. The most stable and universal in the motivation of loyalty to such groups is the association with the ideal of legality. Self-dependence acts as an instrumental value, ensuring other values and ideals which are providing motivation of loyalty to job-related groups. *Value of the results.* The present study has provided direct empirical evidence of specificity of the motivation of loyalty of public servants to job-related groups. Thus, the need to study this specificity was proved. Implications for practice. The knowledge gained about peculiarities of motivation of loyalty of public servants to job-related groups can find practical application in matters of public servants motivating and selection of candidates for public service.

Keywords: loyalty, motivation, public servants, job-related groups.

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Received 29.10.2018

ORGANIZATIONAL PSYCHOLOGY

Organizational culture and work motivation in educational organization

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Abstract. In economic and socio-psychological sciences no unified conceptual foundations of study of influence of work motivation system on organizational culture have yet developed, there is no interdependent in the logical sense and integral system of scientific knowledge about the character of managemental impact of stimulation system on a certain type of organizational culture, providing maximal use and development of employee potential. *Goal*: modeling influence of employee motivation on organizational culture of modern organizations and elaboration of activities on development of organizational culture on this basis (evidence from educational establishments of higher education). *Design*. More than 80 respondents, professors, lecturers took part in the research. The principal instrument used was the method of questionnaires. The methodical inventory consisted of methods L. Aksenovskaya, K. Cameron, R. Quinn, R. Daft, V. Skvortsov, T. Ehlers, A. Rean. *Findings*. The research will allow developing theoretical ideas about the essence and content of organizational culture and work motivation in Russian companies, also about the principles of their diagnostics and modeling. The obtained results can be used by companies performing different types of economic activities, and also can be exercised during the education process.

Keywords: organizational culture, motiv, motivation, staff, order approach, family, church, army suborder, survey, correlation.

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Received 21.01.2019

ORGANIZATIONAL PSYCHOLOGY

Development of tools for the study of employee identity in the organization

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Abstract. *Purpose*. The goal is to develop and test new questionnaires for organizational and suborganization, group and microgroup, interpersonal and personal identification (identity) of employees in the organization. *Method*. The substantive validity of four new questionnaires of social (organizational) identity was examined. The selection of these questionnaires totaled 514 employees from various large organizations (state universities, institutions in the field of management and law enforcement functions, as well as commercial companies). The results were processed using factor analysis using the principal component method and the Varimax rotation with Kaiser normalization; descriptive statistics, Cronbach's alpha and Pearson's correlations coefficients were calculated; the conformity of the empirical distribution to the normal was evaluated. *Results*. It is shown that, depending on the components of identity, a survey of organizational and suborganizational identity (consists of two corresponding parts) has a two-factor structure, and includes two subscales in each part: cognitive and affective identity. The group and microgroup identity questionnaire (includes two relevant sections), the interpersonal identity questionnaire and the personal identity questionnaire have a three-factor structure and consist of three subscales, such as cognitive, affective and behavioral identity. It is shown that the questionnaires in general have validity and reliability by the analyzed indicators. However, a sub-scale of microgroup behavioral identity and a subscale of personal behavioral identity have an internal consistency below acceptable. *The value of the results* is the development of unified questionnaires, which together allow to measure six aspects (levels) of employees' identity (identification with the organization as a whole and a large structural unit, with a small group / team and an informal subgroup in a group, other members of the group and oneself) two or three components in each. The simultaneous use of these questionnaires will allow a comprehensive study of the measure and proportionality of different levels of identity (for each component), links between levels of identity (for each component), as well as links of identity levels (for certain components) with attitudes and behavior of workers, psychological characteristics and effectiveness of groups. *Practical implications*. Practitioners will be able to assess the degree of expression of all levels and components of the identity of employees in a particular organization / group. Based on this, it is possible to predict attitudes and behavior of employees, as well as selectively develop (where necessary) certain levels and components of identity.

Keywords: questionnaires; organizational identity; suborganizational identity; group identity; microgroup identity; interpersonal identity; personal identity.

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Received 16.04.2019

ORGANIZATIONAL PSYCHOLOGY

Psychosemantic analysis of personal efficiency training market: designing of the methodology

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Abstract. To cater successfully to a nascent need in the market, it is critical for the service provider's intuitive model to be accurate, and for its key points to be well thought-out. *Purpose*. The paper substantiates a methodical technique that allows to reconstruct an implicit model, based on which market offers are formulated (as shown for the case of personal efficiency trainings). *Method*. The conceptual basis of the method was provided by such concepts of psychosemantics as "common consciousness", "implicit models", "semantic space", "constructs". The empirical basis consisted of 444 offers of personal efficiency trainings offered on the Russian Internet. By means of content-analysis (Excel classifier), 13 categories were identified as common consciousness constructs attributed to the training services providers. The paper shows the possibility to view the categories' mentioning frequency as a reflection of their need significance in the reality they denote, the programs' price as a subjective equivalent of their value significance, and the duration of programs as an indicator of their resource intensity. *Findings*. The analyzed categories were placed in a semantic space formed by these three constructs. The results analysis in terms of semantic spaces allows to obtain non-obvious results, which speaks to their deep (non-reflexive) nature. So, it turns out that personal efficiency (in the narrow sense) is essentially pro-acted, which implies, in particular, being a leader (not simply a manager), being able to manage conflicts (not simply communicate). This sense can be extended to include the ability to control others and / or oneself. The reconstructed implicit model of personal efficiency allows to formulate training offers for at least four distinct target groups: "leaders", "managers", "the reliable" and "achievers" (increasing chances of potential users' response). The last two groups indicate the prospect of teaching personal efficiency to ordinary employees (subordinates), not only managers.

Keywords: personal efficiency, market offers, psychosemantics, semantic space, common consciousness, implicit models, content-analysis.

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Received 14.05.2019

ORGANIZATIONAL PSYCHOLOGY

Creation and analysis of psychometric properties of the Managerial Identity Status Questionnaire

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Abstract. *Purpose*. The article presents the results of the development of the Managerial Identity Status Questionnaire (MISQ), based on the advanced status model of identity of James Marcia. The advantage of the established methodology is to take into account the specifics of such a professional group as managers, as well as the transition to quantitative research methods, which makes it possible to establish correlation and cause-effect relationships of managerial identity with other psychological constructs. The paper presents a check of the factor structure of the questionnaire, the optimal composition of the scales and its psychometric properties, such as convergent and discriminant validity and reliability (internal consistency). *Methodology*. The study was attended by 449 people, 275 employees of various organizations, and 174 managers (92 managers and 82 entrepreneurs). *Results*. The EFA revealed two factors corresponding to the Commitment (α = .79) and Reconsideration of Commitment (α = .81). The total variance explained was 63.82%. Using CFA, the optimal factor structure was selected, with recommended indices of correspondence of confirmatory models (χ^2 = 12.54; *RMSEA* = .057; *df* = 8; *SRMR* = .040; *CFI* = .987; *TLI* = .976; *AIC* = 2946.661). The scales of the questionnaire have convergent and discriminant validity. *Findings*. The results of the study show that the Managerial Identity Status Questionnaire has acceptable psychometric properties. *The value of the results*. The first version of the questionnaire was created, which allows to quantify the status of managerial identity.

Keywords: managerial identity, ego identity status model, ingroup identification, future time perspective.

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Received 22.05.2019

ORGANIZATIONAL PSYCHOLOGY

The influence of the manager's level of emotional intelligence on the group activity

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Abstract. This article is devoted to the analysis and systematization of research, revealing the factors of the relationship of the level of emotional intelligence of a manager with group activities. Propose. The article provides an overview of the models of emotional intelligence. *Findings*. It is shown that models of cognitive abilities and mixed models go the way of parallel development. A classification of models of emotional intelligence according to the following parameters is presented: type of model, structure and method of diagnosis. All models are related to these parameters. The analysis showed that the models of cognitive abilities and their diagnostic tools have a greater structural unity than mixed models, which allows the use of methods of analysis, synthesis and generalization to identify the factors interconnecting the emotional intelligence of a manager with the group's activities. Analyzed foreign studies that study the impact of the level of emotional intelligence leader on group activity, efficiency and organizational climate. The groups of factors of interrelation of the level of emotional intelligence of a manager with the activity of the group are determined: factors-conditions and factors-results. The factors-conditions: the climate of the team, the psychological safety of the team's work, inspiration, reduction of the effects of stress and negative emotions, motivation and group satisfaction in performing the task. Team performance, the effectiveness of the tasks in the group, the increase in the quality of the tasks are the result factors. Analyzed and highlighted the key factors — the conditions of the relationship of the level of emotional intelligence leader with group activities. Key factors include: organizational climate, organizational identification, job satisfaction. Value of results. Due to the ambiguity of the nature of the relationship of these constructs, it is hypothesized that the level of emotional intelligence of the manager will be interconnected with all three constructs. Additional research is needed to confirm the hypothesis.

Keywords: emotional intelligence, models of emotional intelligence, emotional intelligence of a manager, organizational identification, organizational climate, satisfaction.

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Received 22.03.2019

ORGANIZATIONAL PSYCHOLOGY

XXI April International Academic Conference on Economic and Social Development April 6–10 2020, Moscow

Abstract. On April 6–10, 2020 in Moscow, National Research University Higher School of Economics (HSE University), with the support of the World Bank, will be hosting the XXI April International Academic Conference on Economic and Social Development. The Conference's Programme Committee will be chaired by Professor Evgeny Yasin, HSE University's academic supervisor. The Conference features a diverse agenda concerning social and economic development in Russia. The Conference programme will includ e presentations by Russian and international academics, roundtables and plenary sessions with participation of members of the Government of the Russian Federation, government officials, business representatives, and leading Russian and foreign experts. The XXI April International Academic Conference on Economic and Social Development once again invites participants from the international academic and expert community![1]

Keywords: conference; April International Academic Conference; Evgeny Yasin.

Proposal requirements and submission procedure

Papers presented at the Conference should contain the results of original research based on up-to-date research methodology. The Conference Programme will be developed based on accepted proposals.

Working languages

Working languages of the conference: russian and english.

Time limits

Time limits of the conference are the following ones:
Presentation: 15–20 minutes;
Roundtable discussions: 5–7 minutes.

Deadlines for proposals

Submit the proposal through HSE University's online system from September 9 until November 15, 2019 (the link will become available later).

The application should include a detailed summary of the proposed presentation in Russian (for Russian-speaking participants) and English (for all participants) in either Word or RTF format. The summary should be between one-three pages, 1.5 spacing (up to 7,000 symbols) and should

1 Information about previous conferences can be viewed here: https://conf.hse.ru/2019/

clearly state the problem, research approach used (particularly, if there is a model on which the analysis is based), and the main results. In addition, the abstract should indicate the novelty of the obtained results in comparison with previously published works. Proposals that do not meet these requirements will not be considered.

Collective session

A group of authors, each individually registered on the Conference system, may request permission from the Programme Committee to present their reports in one session. To do so, they must complete the form on the Conference website by November 15, 2019.

Paper limitation

One author may present one individual paper and no more than two co-authored papers at the Conference. A session should contain no more than two papers submitted by the same organization. A standard session lasts 1.5 hours. Proposals for the formation of sessions will be considered by the Programme Committee when reviewing applications and developing the Conference Programme.

Procedures and deadlines

The Programme Committee's decision

The Programme Committee's decision about the acceptance of the papers will be made by January 24, 2020, based on the reviews conducted by independent experts. The preliminary programme will be available on the Conference's website.

Participation confirm

Scholars whose papers are included in the programme must confirm their participation through their personal account in the HSE University's system by February 10, 2020 (otherwise, their paper will be excluded from the programme) and provide slides of their presentation in English by March 13, 2020 for publication on the Conference's website.

Possible publication

Papers included in the programme after additional reviews by the editorial board will be considered for possible publication in leading Russian journals on Economics, Sociology, Management, Public administration, etc. These journals are either cited in the Scopus and WoS databases or included in the list of peer-reviewed journals of the Russian Higher Attestation Commission.

Registration without presentation

Online registration to attend the Conference (without presentation) will be open until March 20, 2019.

Participation fee

Information about the participation fees, payments deadlines and procedures will be available on the respective section of the Conference's website.

The Conference Organizing Committee
(Contact: interconf@hse.ru)

Organizational Psychology, 2019, Vol. 9, No. 3, P. 178–179.

ORGANIZATIONAL PSYCHOLOGY

www.orgpsyjournal.hse.ru

International conference on Professional ethics of psychologists, Danang 2019

Abstract. The University of Education / University of Danang, the Graduate Academy of Social Sciences and the Vietnam Association of Social Psychology are hosting the 2019 International Conference on Professional Ethics of Psychologists. Psychology in Vietnam is flourishing both as a profession and a science. It is time to look back at the development of psychology in Vietnam both in term of research and practice to review its achievements and the necessity to establish professional moral standards for psychologists in Vietnam. The Scientific Committee of the International Conference on Professional Ethics of Psychologists invites psychologists and professionals working in related fields to participate in and submit papers for the conference.

Keywords: conference; University of Danang; Professional Ethics of Psychologists.

Conference announcement

Theme

The conference seeks to evaluate the developments of psychology in Vietnam, both in academia and in practice, to point out the strengths, achievements and contributions of psychology as a profession in Vietnam. Limitations and existing problems in the studying and practice of psychology in Vietnam will also be addressed. Discussions in the conference will be a valuable foundation for the development of a Code of ethics for Vietnamese psychologists by the Vietnam Association of Social Psychology.

Topics

Topics to be addressed by the papers and sessions at the conference will cover the following:

1. Psychological research in Vietnam and in the world

- Research directions, achievements, and urging topics in modern psychology.

2. Psychological training in Vietnam and in the world

- Psychological disciplines offered in universities and colleges in Vietnam and in the world
- Notable issues in psychological training in Vietnam and in the world

3. Psychological practice and supervision in Vietnam and in the world

- Psychological counseling services in school and in the community
- Counseling for vulnerable social groups by local and international organizations
- Counseling and psychological application in the public and private sector in Vietnam
- Notable issues in the provision of psychological services
- Areas of professional psychological supervision
- Notable issues in professional psychological supervision

4. Ethics in the conduction of psychology in Vietnam

- Responsibility of psychologists to their profession
- The relationship between psychologists and clients
- The relationship between psychologists and coworkers
- The relationship between psychologists and the organization/society

5. Developing a Code of ethics for psychologists in Vietnam

- The necessity of developing a code of ethics for psychologists in Vietnam
- The legal foundation of professional ethics of psychologists
- The process of developing a Code of ethics for psychologists in Vietnam
- Lessons of developing a code of ethics for psychologists in other countries
- Values and principles in the Code of ethics for psychologists in Vietnam
- The role of Psychological Associations in supervising psychological activities in Vietnam

Organizers

University of Education, University of Danang
Vietnam Association of Social Psychology
Graduate Academy of Social Sciences, Vietnam Academy of Social Sciences

Time: 12–13th October 2019

Location: University of Education, Danang city, Vietnam

Abstract submission date: 30 June, 2019

Full text submission date: 30 July, 2019

Registration fee

1,000,000 VND or 50 USD/participant. Registration covers: conference admission fee, mini-skill session fee, full-text review (if article is written in Vietnamese), lunch and tea breaks for 2 days of the conference, and conference materials and publications. Fee for extra paper (in Vietnamese) is 300,000 VND. Authors of articles written in English are requested to pay an addition of 1,000,000 VND or 50 USD per article for full-text review.

Guidelines for international scholars

A scholarship fund has been established to provide financial assistance for international scholars who may wish to participate in the conference on their individual capacity or as representatives of groups. Assistance may be provided to contribute towards travel costs inside Vietnam (airline ticket not included) and accommodation expenses for those attending the conference. Interested scholars may send their resume and abstract to Ms. Vu Thu Trang at trangvuthu90@gmail.com for application before 15th April, 2019.

Funds are limited and priority will be given to those presenting their work at the conference. Successful applicants for financial support are expected to participate fully in all the conference activities.