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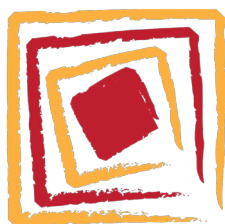
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Editorial

We are glad to introduce our readers to new issue of *Organizational Psychology Journal*. We are pleased to continue to acquaint readers with the latest developments in organizational psychology.

In the **“Research in organizational psychology”** section we offer three articles. *Irina Vasileva* in the article *“Ergatic system” as the basic concept for organizational psychology and management* makes an attempt to form the concept of «ergatic system» by climbing from the abstract to the concrete. The work by *Mehirban Abdullaeva* *“Psychosemantic approach to the analysis of organizational interactions on the level of “person — work”* is devoted to the discussion of a possibility of using subjective semantic features of specialists to solve the person-work fit problem. *Larisa Karapetyan* in the article *“The Emotional Well-being of Employee in Industry”* shares the results of an empirical study of emotional well-being among employees of industrial enterprises in Ekaterinburg.

The article *“How does transactive memory system affect a process of collaborative working and its results?”* by *Nikita Kadirov* and *Natalia Merkusheva* in **“Review”** section is devoted to the concept of transactive memory. There aren't studies on TMS in Russian academic literature and authors hope their paper will become a starting point to fill this gap and contribute more studies about impact of the TMS on entrepreneurship, creativity and decision-making process. Their review based on 33 empirical studies published since 2000 to 2016.

In **“First steps”** section you could find the work *«Features of time perspective among managers of different levels»* by *Anastasiya Chevretenidi*. Author discusses the time perspective problem and its impact on the management career success. The study involved 120 managers from different professional spheres.

In **“Conferences”** part we present an almost complete transcript of the press conference of the founders of Consulting Center “STEP” *Eugeny Emelyanov* and *Svetlana Emelyanova*. The main theme of the conference was: *“What to do with business?”* The agenda of the meeting covered three issues: the inheritance of businesses, the new generation of entrepreneurs and corporate governance. *Wladimir Stroh* and *Vladimir Serkin* share their impressions of the open seminar of HSE University's Institute of Education (IOE), devoted to the problems of theory of inventive problems solving (TRIZ) education.

In the **“Literary guide”** section you will find a thoughtful review (author *Takhir Bazarov*) of the book *“Organizational anatomy. How to manage a company with surgical precision”* by *Oleg Konovalov*. This issue ends with a traditional editorial note about the twenty most cited and twenty most recent scientific articles on emotional well-being.

Please Enjoy Reading!



ORGANIZATIONAL PSYCHOLOGY

“Ergatic system” as the basic concept for organizational psychology and management

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Abstract. The article is an attempt of «ergatic system» concept formation by means of ascendancy from the abstract to the concrete, i.e. through step-by-step content enrichment of basic axiomatic model. At every stage of modeling, special assumption is supposed and its logical consequences regarding basic properties are assessed. That new haecceity becomes the condition for the next modeling steps, etc. This theoretic process results in variety of the basic model emanations, which are identified as phenomena of observed reality and at the same time are ordered by the very sequence of modeling steps. The subject-object (S–O) binomial structure is considered as the basic model of ergatic system. Its basic property is accepted without prove: mutual generation of the subject by the object and vice versa, represented by formula «objectivation-desobjectivation». The assumption of separatedness of the subject defines inverse function of integration that is supported in elementary form by formal prescripts structure. The fundamental insufficiency of that mechanism originates additionally informal compensating activities of various types, which allocates the plurality of aims simultaneously actual for agents as basic (fundamental) attribute, and various contradictions between the aims as an inherent property of corporate effort. The necessity of sustainable dominance of titular activity under the conditions of background conflict defines the leadership (control). The complex of typical ways of conflicts resolutions by the leader acts as the model of conduct for the subordinates and is defined as organizational culture. The organizational culture, including its irrational component as organizational mythology and the group unconscious, is defined as separated subject integration mechanism. Other mechanisms of the collective integration such as exchange relationships, procedural fairness principles are considered the same way. The role of differently arranged labor objects in integration of labor separated subject is considered. It was revealed that, in research practices, object determination of group subject is excluded from the consideration which contradicts the general assumptions of the activity approach. The concept «ergatic system» overcomes this restraint and may be considered as a basic concept for organizational psychology.

Keywords: ergatic system, organization, the ascent from the abstract to the concrete, subject-object correspondence, activity principle.

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ORGANIZATIONAL PSYCHOLOGY

Psychosemantic approach to the analysis of organizational interactions on the level of «person — work»

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Abstract. The article is devoted to the discussion of a possibility of using subjective semantic features of specialists to solve the problem of “correlation” of a person and his work. The actuality of the study is confirmed by cardinal changes in the professions world, bound with technological innovations, change of coordinative paradigms, necessity of prompt information processing. The idea of the study is based on the classification of relations between a working person and a world objects by E. Yu. Artemyeva and is seen as the typology of substitutional reality, that is revealed through the means of free object description and metaphoric interpretation of semantic differential scales. The professional group of medical workers is one of the oldest and most developed that is experiencing now cardinal changes because of organizational and technical renewal. 120 medical workers of different specializations took part in the study. They were asked to describe freely the standard set of images by E. Yu. Artemyeva. The main supposition was, that the vocabulary of the descriptions given would differ, depending on specializations, practical experience and habitualness of emphasizing of important for them aspects. The results of the content-analysis, as well as the frequency domain analysis confirm the hypothesis. The medical workers, while estimating a priori unsystematized images, find out similarity with a certain “emotionally familiar object” (substitutional reality), inherent in every specialization, and its characteristics refer to different categories. There is an assignment of descriptive accents within the medical specializations that refer to socionomy professions. The received data allow distinguishing specializations within one professional group, and that gives the opportunity to select more precisely the work for the specialists according to the descriptive criteria. The correlation of the semantics with professional identity allows to foresee the extent of correspondence of one person’s semantic structures to his professional world.

Keywords: the world of a profession, psychosemantics, the professions classification, replacing reality, a semantic attribute of objects.

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ORGANIZATIONAL PSYCHOLOGY

The Emotional Well-being of Employee in Industry

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Abstract. The *aim* of this work is to study the characteristics of emotional well-being of the employees of industrial enterprises (workers and engineering staff). The article presents a study of the relevance of emotional well-being of staff, reviewed the history of the studying of the problem and subjective conditions of emotional well-being, and describes the results of an empirical study of emotional well-being among employees of industrial enterprises. *Method.* Social and Psychological Adaptation Survey by C. R. Rogers and R. F. Dymond (SPA), a questionnaire SASQ M. Seligman (to identify attribution style), the method of «incomplete sentences», a technique using semantic differential descriptors. *Results.* The study allowed the author to formulate the basic conclusions about the differences in the structure of emotional well-being of workers and engineering and technical personnel, depending on its type: workers and engineers are predominantly high level of emotional well-being, the average level of adaptation and moderately pessimistic. Engineering staff largely attributed to the success of their own active position in jobs, careers, workers prefer a more passive role, relying on luck. *The scientific value* is presented in the original three-dimensional model of emotional well-being, including levels of emotional evaluation (level of the unit), personal qualities (grade special) and implicit representations (general level), as well as a description of features of emotional well-being of different groups of personnel of the production sphere, associated with sex, age, education.

Keywords: emotional well-being, basic life mindset.

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ORGANIZATIONAL PSYCHOLOGY

How does transactive memory system affect a process of collaborative working and its results?

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Abstract. It's been about 30 years since Daniel Wegner published some studies, which later became the foundation of transactive memory system (TMS) concept. *The purpose* of this literature review is to describe systematically what aspects of teamwork TMS influences. In this paper, we review 33 empirical studies published since 2000 to 2016. We have divided all the studies into seven groups based on what the main aspect of teamwork is described in every study. Each group is discussed separately. We found out that developed TMS positively influences on the level of entrepreneurial orientation and creativity, promotes the effectiveness of decision-making process and creating, sharing and application of knowledge, helps to maintain innovativeness of the team and organizational ambidexterity and also reduces information overloads. However, researchers have problems with measuring the binding force between TMS and long-term performance indicators, such as the annual sales growth. The article includes a brief summary of the reviewed studies with main results, descriptions of the sample and context in Appendix 1. We also found that TMS scale by Lewis (2003) is the most popular approach to measuring TMS in the field. We put the original version of the scale and its translation in Appendix 2. Currently, there aren't studies on TMS in Russian academic literature. We hope our paper will become a starting point to fill this gap and contribute more studies about impact of the TMS on entrepreneurship, creativity and decision-making process.

Keywords: teamwork effectiveness, teamwork performance, transactive memory, transactive memory system, knowledge management.

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ORGANIZATIONAL PSYCHOLOGY

Features of time perspective among managers of different levels

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Abstract. *Purpose.* This article aims to discuss the time perspective problem and its impact on the management career success. The time perspective construct and different ways of organizing individual time perspective from the position of scholars from various fields have been analyzed. *Methodology.* The temporal perspective characteristics of the leaders on different organizational levels have been explored by Russian version of a Time perspective inventory by F. Zimbardo (ZTPI) in the adaptation of A. Syrtsova, E. T. Sokolova and O. V. Mitina. The study involved 120 managers from different professional spheres. *Findings.* Top managers have the dominance of time orientation to the future and positive present, middle managers have prevalence of time perspective present fatalistic and negative past. *Value of the results.* Result of this study could be the basis for a deeper analysis of the time perspective issues and could be relevant in planning of the time management learning courses especially for the young leaders.

Keywords: time perspective; structure of time perspective; temporal orientation.

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ORGANIZATIONAL PSYCHOLOGY

What to do with business? (based on the materials of the press conference)

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Transcript — press service of the Consulting Center "STEP"

Editing — Journal «Organizational Psychology»

Abstract. The regular conference of Consulting Center "STEP" was held in Moscow December 1, 2016. The main theme of the press conference was: "What to do with business?" Journalists from different regions of Russia were invited to the dialogue. The key speakers were Eugeny Emelyanov and Svetlana Emelyanova, founders of Consulting Center "STEP". The agenda of the meeting covered three issues: the inheritance of businesses, the new generation of entrepreneurs and corporate governance.

Keywords: business; business psychology; possessory counseling; consulting center «Step».



ORGANIZATIONAL PSYCHOLOGY

The theory of inventive problems solving returns to the practice of personnel training

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The theory of inventive problems solving (TRIZ, teoriya resheniya izobretatelskih zadach), which was created in the USSR by the engineer-patented scientist G. S. Altshuller, almost lost its fame in the 1990s. Now we are seeing the reverse process — TRIZ is gaining popularity in industry and science. Today, the «Soviet theory of invention» is being studied at universities of different countries, and it is gradually returning to domestic scientific and educational activities.

Key words: theory of inventive problems solving; TRIZ; G.S. Altshuller.

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ORGANIZATIONAL PSYCHOLOGY

Healthy organization: metaphors, myths and reality

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A Review of the book by **Oleg Konovalov** "**Organizational anatomy. How to manage a company with surgical precision**". **Transl. from English. M.: RIPOL classic, 2017. - 250 p.** The publisher's summary: "Organizational Anatomy" discusses a new management concept that looks at organizational processes and functions from a biological point of view. Organizations are analyzed as living organisms. Biological parallels allow you to intuitively understand the complex mechanisms by which work is built in the company. "Organizational Anatomy" classifies all companies according to archetypes and the principle of using resources. The concept offers a complete picture of the life of the organization, allows you to increase productivity, as well as diagnose organizational problems and diseases.

Keywords: organizational anatomy; Oleg Konovalov; management.



ORGANIZATIONAL PSYCHOLOGY

20 most cited and 20 most recent articles on Emotional Well-being

Information about the 20 most cited and 20 most recent articles on Emotional well-being provides the analysis of English sources from the database Web of Science. All articles have been found in the interdisciplinary fields of psychology (excluding medicine psychology). All data act trivial at the time March 20, 2017.

Keywords: emotional well-being; bibliometrics; citation.

20 most cited articles about Emotional well-being

No.	The title and the output	Number of citations
1.	Fredrickson, B. L., & Joiner, T. (2002). Positive emotions trigger upward spirals toward emotional well-being. <i>Psychological science</i> , 13(2), 172–175.	549
2.	Brunstein, J. C., Schultheiss, O. C., & Grässman, R. (1998). Personal goals and emotional well-being: the moderating role of motive dispositions. <i>Journal of personality and social psychology</i> , 75(2), 494–508.	218
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