

RECONSTRUCTION OF COMPETITION AND COOPERATION SETTINGS IN PROCEDURES OF PERSONNEL DISMISSING CAUSED BY COMPANY MERGER

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It is presentation of procedures of the reflexive training and practical work "competition" (RTPW-c) for reconstruction of unproductive cooperation and competition attitudes at merger. Theoretical background is a theory of the group reflection (Naydonov M., 1989), RTPW-c technology (Naydonov M., Naydonova L., Grygorovska L., 1991). There was investigated the personnel merger dismissing through RTPW-c procedures. Stereotypes: unproductive competition (caused by previous settings of cruel opposition between the two market leading companies), unproductive cooperation (consolidation as community of former employees). For its reconstruction two types of procedures were proposed in RTPW-c: values introduction (the competition as a reflexive environment of mutual investments; the development of organization and individual stability at merger; the increase of personal and professional capital), organization of activity (by means of creating special rating groups in which transparent criteria and feedback between participants and experts were provided). The main procedure was experts' (sometimes with trainer's or participants') rating assessment by everyone in relation to each others at all competition stages. Experts were specially prepared and supported during the RTPW-c. It was fixed the brake of stereotypes of unproductive cooperation in the rating system which was realized through in-group competitiveness: in the high rating groups by consolidation with purpose of the new organization vitality; in low rating groups – with purpose of their personal vitality at job market. The system of procedures helps to reconstruct effectively the competition and cooperation stereotypes. RTPW-c can be suggested for the rise of organizational and personal vitality during mergers.