

EMOTIONAL COPING STRATEGIES AND MODELS OF INTERPERSONAL RELATIONSHIPS AT RATING PROCEDURES OF PERSONNEL SELECTION AT A MERGER ORGANIZATION

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Purpose: to discover emotional coping strategy and models of interpersonal relationships which can be revealed in situations of multilevel rating competition for job vacancies at a merger organization. Rating competition for merger organization's job vacancies is characterized by the three-level emotional pressure: intergroup – hard competitiveness between companies before a merger, interpersonal – the competitiveness for a vacancy of a merger company, internal personal – participants' ability to cope with stress at competition on their way to victory. Accordingly special organized procedures of open communication between experts and candidates, in order to win they must control their emotional strain and discover effective means of communication which can help to save a personal integrity, to show a professional competence, to adjust constructive relationships (in interaction, mutual comprehension and mutual coordination) with future colleagues and, finally, to win. The criteria of rating competition selection were transparent, understandable, intelligible and obligatory for everybody (experts and participants). Basing on the way of stress coping and productive models of interpersonal relationships acquisition participants (N=240) can be divided on 6 groups: quickly cope – 35%, slowly cope - 50%, hardly cope – 15% (problem-solving strategy), maintain low-rating competition - 7%, lost competition and take self-assessment group recurs – 5% (self-developing strategy), emotional reaction with ineffective self-control – 3% (avoid

strategy). Indicators of coping strategies at rating procedures can be implemented in personal selection.