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## **PECULIARITIES OF EMPLOYEES' PSYCHOSOCIAL ADAPTATION IN A SPORTS ORGANIZATION**

**Abstract:** *this research aimed to investigate the peculiarities of the psychosocial adaptation of managers and coaches in a sports organization. The study involved 22 managers and 30 coaches (32 men and 20 women). Roger's and Dymond's questionnaire was used in the study. According to the results of the study, managers had significantly ( $p < .05$ ) higher estimates of the adaptation, self-acceptance, internality and tendency to dominate than coaches. No significant differences were found between estimates of components as acceptance of others, emotional comfort, tendency to deception and avoiding problems.*

**Keywords:** *sports organization, psychosocial adaptation, managers, coaches.*

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## **ОСОБЕННОСТИ ПСИХОСОЦИАЛЬНОЙ АДАПТАЦИИ РАБОТНИКА В СПОРТИВНОЙ ОРГАНИЗАЦИИ**

**Аннотация:** *данное исследование было направлено на изучение особенностей психосоциальной адаптации менеджеров и тренеров в спортивной организации. В исследовании приняли участие 22 менеджера и 30 тренеров (32 муж-*

чины и 20 женщин). В исследовании использовался вопросник Роджерса и Даймонда. Согласно результатам исследования, менеджеры имели значительно ( $p < .0,05$ ) более высокие оценки по компонентам адаптации, самопринятия, интернальности и склонности к доминированию, чем тренеры. Не было обнаружено значительных различий между оценками таких компонентов, как принятие других, эмоциональный комфорт, склонность к обману и избегание проблем.

**Ключевые слова:** спортивная организация, психосоциальная адаптация, руководители, тренеры.

*Introduction.* A person's psychosocial adaptation as a special phenomenon of personality in social relations includes many aspects, some of which are related to the standards of society, and others – to the norms of the person himself. All of them are equally important in the expression of personal values and their needs [5]. Psychosocial adaptation is a process during which a person seeks to adapt to changes in the social environment by adjusting his or her behavior [7]. People with excellent adaptability who receive social support are more likely to succeed in society [9].

After successful adaptation, the employee will be satisfied with the psycho-emotional environment of the organization, will experience less stress, will feel satisfaction with the activity, will be more useful for the organization [8].

Kim et al. [2] study, the first few weeks are the most important for adaptation in a new organization, but adaptation is an ongoing process because the organizational environment is constantly changing.

Researchers [3] suggest facilitating the conclusion of a psychological contract within an organization that discusses a psychosocial environment that satisfies the employee and the employer. Psychosocial adaptation is a key psychological trait that plays an important role in a person's physical and mental health [11]. Researchers in developmental psychology [10] have revealed mechanisms related to how self-esteem affects social adaptation, peer confidence, and perceived social support. More and more researchers believe that perceived social support is more important for a person's mental health than physical health. Perceived social support is an important factor in the

social adaptation of young people and is an important source for overcoming the difficulties of adaptation.

People with better social relationships are healthier, both physically and psychologically comparable to those with less support from the social environment.

Peer support is the basis of perceived social peer support. An individual trusts peers and then believes they can receive support from them [4].

It was revealed [4] that self-esteem is positively correlated with social adaptation in the group. Self-esteem directly influences social adaptation, and it can also indirectly influence social adaptation through peer trust and perceived social support. High self-esteem can help adjust your behavior and emotions. Conversely, low self-esteem can affect adaptation to the environment.

It has been revealed [12] that peer trust and perceived social support mediate between self-esteem and social adaptation, and this result supports the claims of some previous researchers.

Research methods. The study used a psychosocial adaptation questionnaire [6]. The psychosocial adaptation questionnaire consists of 101 statements rated on a Likert scale from «0 – it's completely uncharacteristic of me» to «6 – it's really about me». The following integral indicators are distinguished: adaptation, self-esteem, acceptance of others, emotional comfort, internality, tendency to dominate, tendency to deception and avoiding problems, the values of which are calculated from the questionnaire data.

The target group for the inquiry was employees from a sports organization. The participants' sample consisted of 22 sport managers and 30 coaches. All the study participants participated in the study voluntarily, marking the statement in the first questionnaire: «I am participating in the study voluntarily. I have been provided with information on the anonymity and confidentiality of the investigation».

The research data were processed by the computer program IBM SPSS for Windows 22.0. Statistical confidence level  $p < .05$ .

The results of the study are presented in table 1.

Table 1

# Estimates of components of psychosocial adaptation of managers and coaches in the sport organization

Sub-scale	Manger ( <i>n</i> = 22)		Coach ( <i>n</i> = 30)		<i>t</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>	
Adaptation	73.30	9.23	66.37	9.04	2.71**
Self-acceptance	81.08	11.98	69.24	13.06	3.34**
Acceptance of others	71.47	10.47	68.92	8.97	.942
Emotional comfort	73.65	10.42	67.69	10.94	1.98
Internality	76.82	8.58	67.89	10.62	3.24**
Tendency to dominate	54.24	7.44	46.52	13.78	2.38*
Tendency to deception	42.22	8.84	48.72	14.55	-1.86
Avoiding problems	10.05	4.78	10.13	5.11	-.063

*Notes.* (*M*, *SD*) – mean and standard deviation; *t* – Student criterion; \* –  $p < .05$ ; \*\* –  $p < .01$ .

The results of this study revealed that managers rated their adaptation opportunities statistically significant ( $p < .01$ ) higher than coaches. We observe a similar situation when assessing the possibilities of self-acceptance and internality. In both cases, managers' estimates were significantly ( $p < .01$ ) higher than coaches'. Managers also tended to dominate significantly more ( $p < .05$ ) than coaches. Meanwhile, no significant differences were found when comparing such estimates of components of psychosocial adaptation as acceptance of others, emotional comfort, tendency to deception and avoiding problems.

No significant differences were found between the components of the psychosocial adaptation construct for managers and coaches in terms of gender ( $p > .05$ ).

Calin [1] points out that psychosocial adaptation is influenced by personal characteristics, flexibility, ability to plan activities, ability to assess one's competencies, change work style in case of failure. Calin [1] also did not reveal significant differences in the expression of psychosocial adaptation between men and women.

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