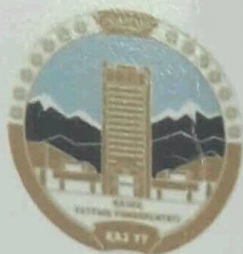


ҚАЗАҚСТАН РЕСПУБЛИКАСЫНЫҢ БІЛІМ ЖӘНЕ ҒЫЛЫМ МИНИСТРЛІГІ
ӘЛ-ФАРАБИ АТЫНДАҒЫ ҚАЗАҚ ҰЛТТЫҚ УНИВЕРСИТЕТІ
ФИЛОСОФИЯ ЖӘНЕ СЯСАТТАНУ ФАКУЛЬТЕТІ
ЖАЛПЫ ЖӘНЕ ҚОЛДАНБАЛЫ ПСИХОЛОГИЯ КАФЕДРАСЫ



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МАТЕРИАЛЫ

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«СОВРЕМЕННОЕ СОСТОЯНИЕ ПСИХОЛОГИЧЕСКОЙ
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Алматы
23 ақпан, 2016 ж.

*A.E. Niyazova
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THE PSYCHOLOGY OF WELLBEING OF THE HIGHER EDUCATION SYSTEM IN KAZAKHSTAN

The interest in studying the psychology of wellbeing has arisen from the current position of the educational system of Kazakhstan. This is the issue of the globalization process which opened the borders to many countries and gave the abilities to observe and get acquainted with the worldwide practices. Republic of Kazakhstan joined the European Higher Education Area (the Bologna Process) in March 2011. Currently, 60 universities of Kazakhstan signed the Great Charter, including the al-Farabi Kazakh National University as well. By signing this document the following points were committed:

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Another side of following the Bologna process is about all the dissertation themes that now have to be actual not only within the country but the whole world. They must face the modern tendencies and reflex the global questions. No matter what the discipline is. As a master students of Psychology department we trouble one specific problem; psychology as science in post soviet countries differs much from the western ones in methodology: which means that the basic concepts of studying psychology have absolutely opposite character. However, this challenge gives opportunity to dig deeper into the knowledges of Psychology and introduce some new terms, concepts and theories to the Kazakhstani psychology. Due to the upabove reason it was decided to study, introduce and implement the term of psychological wellbeing to Kazakhstan. Moreover, it is a fact there is a growing number of longitudinal studies of wellbeing scales. They are widely used to predict outcomes, for example, longevity, physical health, quality of life, criminality, drug and alcohol use, employment, earnings and pro-social behavior. However the bigger use of wellbeing scales refer to improve the productivity of employees in the organizations by avoiding the stressful atmosphere and building up healthy organizational cultures.

It is necessary to begin the main theoretical part of the research with the history and definitions of psychology of wellbeing. Because knowing the historical background to the study of wellbeing is necessary to the definition of wellbeing. Two approaches emerged: the hedonic tradition, which accentuated constructs such as happiness, positive affect, low negative affect, and satisfaction with life and the eudaimonic tradition, which highlighted positive psychological functioning and human development. However, despite the differences in approach, most researchers now believe that wellbeing is a multi-dimensional construct. Consequently, the diversity of dimensions has created a ,confusing and contradictory research base. Below there is a summary of some main concepts throughout the history that would help to clarify and point out the main ideas of wellbeing:

- An early attempt to define wellbeing was Bradburn's (1969) classic research on psychological wellbeing. His model specified that: an individual will be high in psychological well-being in the degree to which he has an excess of positive over negative affect and will be low in well-being in the degree to which negative affect predominates over positive.

Carol Riff who is counted to be the main founder of modern wellbeing scales, believe that subjective well-being consists of three interrelated components: life satisfaction, pleasant affect, and unpleasant affect.

Shin and Johnson (1978) seemed to move closer to defining wellbeing by stating that it is a global assessment of a person's quality of life according to his own chosen criteria which is a broad ranging concept affected in a complex way by the person's physical health, psychological state, personal beliefs, social relationships and their relationship to salient features of their environment (World Health Organization, 1997)

The work of Keyes has led to the use of the terms 'flourishing' and 'languishing'. This consider wellbeing to be: as more than just happiness. As well as feeling satisfied and happy, well-being means developing as a person, being fulfilled, and making a contribution to the community

Seligman states: Well-being theory denies that the topic of positive psychology is a real thing; rather the topic is a construct – well-being – which in turn has several measurable elements, each a real thing, each contributing to well-being, but none defining well-being.

Headey and Wearing believed that 'for most people, most of the time, subjective well-being is fairly stable. This is because stock levels, psychic income flows and subjective well-being are in dynamic equilibrium'; Concretely, equilibrium comprises the following themes: physical well-being, plenty of physical resources; absence of fatigue; psychological well-being and evenness of temper; freedom of movement and effectiveness in action; good relations with other people.

It can be concluded that the main concept of wellbeing is quite complex and there is a difficulty that researches have been driven by dimensions and descriptions rather than definitions of wellbeing. In order to move closer to a modern definition of wellbeing, we should focus on the thing that mainly it depends on the objective (external) factors; that psychology of wellbeing is the comprehensive term which by the way should cover the specifics of a country (mentality, culture and norms).

The dissertation itself watches the interrelation of psychological wellbeing and success at the working activity. The Republic of Kazakhstan is the growing and developing country with the high potential, great resources and rich history. What it lacks is the well analyzed and concluded concepts of treating people at working places, especially in governmental bodies. There are rooms for strong objectives, abilities and desire to owe the highest competencies and become highly competitive and well known country. However just a small part regards the human being themselves: their "routine" happiness. There is a strong believe that human capital is not just the resource of getting money. There is much more about the internal motivation of human beings and their self actualization and satisfaction. Generally saying, the aim of the research is to find out the best combination of conditions and competencies in order to make people feel happy and satisfied at the working activity which would certainly lead to the increase in the incomes and will show dynamics in the whole development of the country. Especially in the times of a crisis this is an opportunity to face changes and turn the employment systems to the right direction. Here it has to be mentioned that the dissertation work turned into the direction of Business Psychology. The idea was fully developed after visiting and discussing the thesis with the Western tutors while the summer courses in Riga, Latvia (please, include their names). It was also found out that the most actual "trends" in Business Psychology for present times is the studies on Change Management and Stress Management. These two concepts became the fundamentals in understanding the Successfulness in the professional activity. Under Stress management the Stress Resistance was identified as the main feature of coping the stress. Later in the paper the concrete method will be described. Under change management – the reaction and readiness for the change is studied.

European practices show us the absolute different way of studying and improving the successfulness of the employees. First of all the studies take place only on individual basis. The specialist get the request on a particular problem from the concrete organization; enters the

organization and studies the culture of it and after provide it with deep and thorough research by conducting the interviews and questionnaires and any other kinds of research in order to get the purest results and clear and holistic picture of the organization. The hint is that there is no universal model for each organization. Otherwise it will become just theory.

It was decided to conduct the research in the frames of al-Farabi Kazakh National University in the Faculty of Philosophy and Politics regarding all the departments within it. According recent statistical data the faculty is considered as the organization with the claim on low indicators of the work loads of the employees. Important note here is the turning point of the whole university due to the changes in the entire Educational system in Kazakhstan. The biggest part of the teaching staff feel confused because of it. The thesis itself is the try to use the western practices on Kzakhstan market; and the try to improve the current situation within the faculty. There are six departments at the Faculty of Philosophy and Political science: Pedagogy department, department of Sociology and Social Works, department of Philisophy, department of Political Science , Psychology department and department of Cultural studies. The entire number of respondents is 60. 10 representatives from each department. Primarily the 5 of which are the employees of younger age (25-40 years old) and 5 of which are those of the elder age (40 and elder). For the pilot version the analysis were done on the half of the respondents (33 respondents). It must be mentioned that the number is quite small because the research itself has more qualitative character; and is directed forward the digging the situation, identifying the real problem,s and giving the recommendations.

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