

GROUP RELIABILITY IN THE CONTEXT OF PSYCHOLOGICAL DIAGNOSTICS OF SOCIAL NEUROTICISM

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Abstract

Modern society requires from an individual maximum mobilization of mental and physical abilities, full use of self-development potential, optimal self-management, skillful building of relationships in society: in the family, at work, in various interactions with the social environment. From this perspective, studies aimed at neutralizing the social motives of a person's neuroticism and increasing the level of group trustworthiness become relevant.

One of the urgent tasks of this study is to clarify the concept of group reliability, which is presented from the perspective of the psychological assessment of social neuroticism. Group reliability is considered in groups or collectives engaged in joint work activities. The problem of group reliability is assessed as an important factor weakening the degree of social neuroticism, which allows the formation and development of such principles of work activity that will be aimed at neutralizing the negative potential of social neuroticism during the interconnected implementation of joint work functions. Therefore, this article considers the main theoretical and methodological approaches to the interpretation of the term "reliability". It is important to note that modern psychological studies of reliability raise theoretical and methodological emphases to a new level. Today, it is necessary to discuss professional reliability analyses from a methodologically new perspective, and to include the term "psychological diagnosis of social neuroticism" of employees in the entire system of reliability studies. From this perspective, the psychological phenomenon of group reliability is presented as a component of the "safety culture" of work activities, and social neuroticism is considered in a dichotomous relationship with group reliability.

It should also be noted that psychological studies of social neuroticism still remain insufficient in the sense that the term under consideration is analyzed, above all, in the characterization of the individual characteristics of a person, and reliability is considered according to separate spheres or areas, as a result of which the inclusion of the reliability factor in the methodology for assessing social neuroticism is still missing.

Taking into account the fact that the term reliability primarily studies the

psychological aspects of ensuring professional and labor efficiency in various areas of work demonstrated by a person, it is extremely important to include group aspects of reliability in the system for assessing a person's social neuroticism. This approach will allow us to formulate the concept of social neuroticism as a qualitative characteristic affecting a person's activity and mental health and to show the negative correlation ties between the level of social neuroticism and group reliability.

Keywords and phrases:

Social neuroticism, group reliability, psychological diagnosis, theoretical concept, assessment criteria, social learning.

ГРУППОВАЯ НАДЕЖНОСТЬ В КОНТЕКСТЕ ПСИХОЛОГИЧЕСКОЙ ДИАГНОСТИКИ СОЦИАЛЬНОГО НЕВРОТИЗМА

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Аннотация

Современное общество требует от личности максимальной мобилизации психических и физических возможностей, полного использования потенциала саморазвития, оптимального самоуправления, умелого выстраивания взаимоотношений в обществе: в семье, на работе, в различных взаимодействиях с социальной средой. С этой точки зрения актуальными становятся исследования, направленные на нейтрализацию социальных мотивов невротизации личности и повышение уровня групповой надежности.

Одной из актуальных задач данного исследования является уточнение понятия групповой надежности, которое представлено с позиции психологической оценки социального невротизма. Групповая надежность рассматривается в группах или коллективах, осуществляющих совместную трудовую деятельность. Проблема групповой надежности оценивается как важный фактор ослабления степени социального невротизма, позволяющий формировать и развивать такие принципы трудовой деятельности, которые будут направлены на нейтрализацию негативного потенциала социального невротизма при взаимосвязанной реализации совместных трудовых функций. Поэтому в данной статье рассматриваются основные теоретико-методологические подходы к трактовке термина «надежность». Важно отметить, что современные психологические исследования надежности выводят теоретические и методологические акценты на новый уровень. Сегодня необходимо обсуждать анализ профессиональной надежности с методологически новой точки зрения и

включать термин «психологическая диагностика социального невротизма» работников во всю систему исследований надежности. С этой точки зрения психологический феномен групповой надежности представляется как компонент «культуры безопасности» трудовой деятельности, а социальный невротизм рассматривается в дихотомической связи с групповой надежностью.

Следует также отметить, что психологические исследования социального невротизма до сих пор остаются недостаточными в том смысле, что рассматриваемый термин анализируется преимущественно в характеристике индивидуальных черт человека, а надежность рассматривается в разрезе отдельных областей или доменов, в результате чего включение фактора надежности в методику оценки социального невротизма до сих пор отсутствует.

Учитывая, что термин «надежность» изучает в первую очередь психологические аспекты обеспечения профессиональной и трудовой эффективности, демонстрируемой человеком в различных сферах деятельности, крайне важным представляется включение групповых аспектов надежности в систему оценки социального невротизма личности. Такой подход позволит сформулировать понятие социального невротизма как качественной характеристики, влияющей на активность и психическое здоровье личности, и показать отрицательную корреляционную связь между уровнем социального невротизма и групповой надежности.

Ключевые слова и фразы:

Социальный невротизм, групповая надежность, психологическая диагностика, теоретическая концепция, критерии оценки, социальное обучение.

ԽՄԲԱՅԻՆ ՀՈՒՍԱԼԻՈՒԹՅՈՒՆԸ ՍՈՑԻԱԼԱԿԱՆ ՆԵՎՐՈՏԻԶՄԻ ՀՈԳԵԲԱՆԱԿԱՆ ԳՆԱՀԱՏՄԱՆ ՀԱՄԱՏԵՔՍՏՈՒՄ ՌԱՖԻԿ ՊԵՏՐՈՍՅԱՆ

Գիտակրթական միջազգային կենտրոն, Հայաստանի Հանրապետության
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Համառոտագիր

Ժամանակակից հասարակությունը անհատից պահանջում է մտավոր և ֆիզիկական կարողությունների առավելագույն մոբիլիզացիա, ինքնազարգացման ներուժի լիարժեք օգտագործում, օպտիմալ ինքնակառավարում, փոխհարաբերությունների հմուտ կառուցում հասարակության մեջ՝ ընտանիքում, աշխատանքի վայրում, սոցիալական միջավայրի հետ տարատեսակ փոխազդեցություններում: Այդ տեսանկյունից արդիական է դառնում անձի ներքինի սոցիալական դրդապատճառների չեզոքացմանն ու խմբային հուսալիության մակարդակի բարձրացմանն ուղղված ուսումնասիրությունները:

Այս ուսումնասիրության հրատապ խնդիրներից մեկը՝ խմբային հուսալիության հասկացության հստակեցումն է, որը ներկայացվում է սոցիալական ներքինի հոգեբանական գնահատման տեսանկյունից: Խմբային հուսալիությունը դիտարկվում է համատեղ աշխատանքային գործունեություն ծավալող խմբերում կամ կոլեկտիվներում: Խմբային հուսալիության խնդիրը գնահատվում է որպես սոցիալական ներքինի աստիճանը թուլացնող կարևորագույն գործոն, որը թույլ է տալիս ձևավորվել և զարգացնել աշխատանքային գործունեության այնպիսի սկզբունքներ, որոնք միտված կլինեն սոցիալական ներքինի բացասական ներուժի չեզոքացմանը աշխատանքային համատեղ գործառնությունների փոխկապակցված կերպով իրականացման ժամանակ: Ուստի, այս հոդվածում դիտարկվում են «հուսալիություն» եզրույթի մեկնաբանման հիմնական տեսական և մեթոդաբանական մոտեցումները: Կարևոր է նշել, որ հուսալիության հոգեբանական ժամանակակից ուսումնասիրությունները նոր մակարդակի են բարձրացնում տեսական և մեթոդաբանական շեշտադրումները: Այսօր մասնագիտական հուսալիության վերլուծությունները անհրաժեշտ է քննարկել մեթոդապես նոր տեսանկյունից, և հուսալիության ուսումնասիրման ողջ համակարգում ներառել աշխատակիցների «սոցիալական ներքինի հոգեբանական ախտորոշման» եզրույթը: Այս տեսանկյունից, խմբային հուսալիության հոգեբանական ֆենոմենը ներկայացվում է որպես աշխատանքային գործունեության «անվտանգության մշակույթի» բաղադրիչ, իսկ սոցիալական

ներոտիզմը դիտարկվում է խմբային հուսալիության հետ դիստոնիկ փոխկապվածության մեջ:

Նշենք նաև, որ սոցիալական ներոտիզմի հոգեբանական ուսումնասիրությունները դեռևս մնում են անբավարար այն իմաստով, որ քննվող եզրույթն վերլուծվում է, գերազանցապես, անձի անհատական հատկությունների բնութագրումներում, իսկ հուսալիությունը դիտարկվում է ըստ առանձին ոլորտների կամ բնագավառների, ինչի արդյունքում դեռևս բացակայում է հուսալիության գործոնի ներառումը սոցիալական ներոտիզմի գնահատման մեթոդաբանության մեջ:

Հաշվի առնելով այն հանգամանքը, որ հուսալիության եզրույթը գերազանցապես ուսումնասիրում է անձի կողմից դրսևորվող աշխատանքային տարատեսակ ոլորտներում մասնագիտական և աշխատանքային արդյունավետության ապահովման հոգեբանական ասպեկտները, չափազանց կարևոր է հուսալիության խմբային ասպեկտները ներառել անձի սոցիալական ներոտիզմի գնահատման համակարգում: Այս մոտեցումը թույլ կտա ձևակերպել սոցիալական ներոտիզմի հայեցակարգը որպես անձի գործունեության և հոգեկան առողջության վրա ազդող որակական հատկանիշ և ցույց տալ սոցիալական ներոտիզմի և խմբային հուսալիության մակարդակների միջև հակադարձ համահարաբերակցային կապերը:

Բանալի բառեր և բառակապակցություններ՝

Սոցիալական ներոտիզմ, խմբի հուսալիություն, հոգեբանական ախտորոշում, տեսական հայեցակարգ, գնահատման չափանիշներ, սոցիալական ուսուցում:

Introduction

From the perspective of socio-psychological research, the concept of social neuroticism acts as a qualitative characteristic of a person, which manifests itself both at the individual and societal levels. Social neuroticism can be expressed in a person's activities, play a certain role in the processes of identity formation and self-realization, have an impact on a person's belonging to a certain social system, on a person's awareness that he is a part of that system and occupies a certain position in it [13]. This concept is expressed through various key questions: how does a person perceive his environment, how does the environment affect the formation and transformation of the qualitative characteristics of a person, is the person in harmony with his native environment, and how do external environmental factors affect the level of a person's neuroticism? Within the framework of socio-psychological research, the concept of social neuroticism is "honored" with social significance and becomes a separate subject of study. In the phenomenon of a person's social neuroticism, such peculiarities of a person's existence and activity can be expressed in a condensed manner, which will testify

to various aspects of a person's identity and consciousness [14].

Theoretical-methodological bases

Theoretical analyses of the works of scientists on the problem of social neuroticism allow us to conclude that in various studies, rather little attention is paid to the study of the group level of reliability, the observations of scientists on social aspects of neuroticism, including group reliability, in most cases are cursory and mediated. Turning to the problem of studying social neuroticism, S.V. Sarychev [8; 9] came to the conclusion that the content of the expression of different levels of socio-psychological aspects of neuroticism in groups' activity is associated with the presence of specific components, that is, a combination of goal-oriented, motivational, activity, moral-psychological, individual-semantic, value-oriented, interpersonal, behavioral, emotional and other components. This circumstance, due to its versatility, is an attempt to study the problem of neuroticism at the group level, which is considered especially innovative in social psychology. Among the works devoted to the problems of group psychology and group reliability, in particular, are the works of many authors have studied the subject [1; 2; 4; 5; 14].

A number of authors have proposed research methods, such as: methods aimed at building a real model representing the group activity of personnel, methods aimed at identifying the time spent on solving problems and verbal expressions.

From a methodological point of view, the study of group reliability in the context of social neuroticism by M.I. Setrov [11] is interesting, who proposed several assessment criteria for revealing group organization. Based on a systemic-functional approach, he established the following criteria for assessing group reliability:

a) compatibility, which requires the presence of relatively homogeneous elements under one social structure and their actual interaction as one of the most important conditions for the existence of this structure.

b) the degree of intensity with which the modernization of functions occurs as a guarantee of the preservation of the social structure, regardless of the complex intrasystemic structure,

c) the neutralization of dysfunctions as the basis for maintaining the balance of the system,

d) the concentration of functions, which reflects the need for their coordination and the goal of achieving the desired result.

Within the framework of social psychology, the theoretical and methodological study of group reliability in in the context of social neuroticism is of particular interest. It is noteworthy that this socio-psychological problem has been relatively little covered and researched. Some of them are devoted to the study of social neuroticism in conditions of stress arising from emergency situations. It is known that G. Celye [10] drew the attention of the scientific community to the level of

interpersonal relationships, which is a source of stress. As a main cause of distress, the author points to the stress that arises from the need to share social space with others in the workplace. The author suggests seeing the solution in reassessing common group goals and thereby increasing the level of group trust.

The study of the socio-psychological subsyndrome of stress was addressed by L.A. Kitaev-Smik [7], who understands the stress subsyndrome as a change in the form and course of communication in various extreme situations. He notes that, first of all, the indicators of communicative activity change and are expressed in the forms of interaction between a person, his social environment, the collective, and the people around him. Other authors conclude that the forms of social interaction change significantly when stress manifests itself immediately in many people, which, in turn, has a negative impact on the psychological atmosphere of the collective, and as a result, on the productivity of further work, the ability to overcome the problems that have arisen. The style of group communication is reflected in the level of reliability of group activity and communication in a stressful situation and on the ability to develop effective ways out of such a situation [2; 4].

Of particular interest in the study of the phenomenon of social neuroticism are the results of A.S. Chernyshev's [15] studies aimed at studying the integral characteristics of collectives. The author considers the parameters of group organization, which simultaneously characterize the social neuroticism criteria. Among such criteria can be attributed:

- a) psychological attitude and readiness to activity,
- b) sensorimotor dependence/interdependence of reactions,
- c) general group opinion about organizers / leaders,
- d) stability in interpersonal relationships.

Stability is characterized by such a status structure when there are no "rejected" in the group, and joint activities are not disrupted by the fact of self-government or leadership, group actions are distinguished by unity, stress tolerance and personnel interchangeability.

The socio-psychological relationship between group reliability and social neuroticism is also reflected in the study by S.V. Sarychev [8]. The author comes to the conclusion that the higher the internal organization of the group, the more relative and flexible the dependence of the organization or group on the environment becomes, the greater the isolation in which the given group is able to survive, while with a decrease in the possibilities of isolation, the influence of the environment on the forms and level of human life increases. In this regard, group reliability is understood as a psychological criterion within the framework of which the degree of expression of social neuroticism is characterized, or, in other words, the degree of variability of the nature of joint activities and neurotic manifestations of the behavior of group members, caused by the societal influence on group activities. This

parameter allows us to characterize the optimality of the functional level of a given group in the corresponding period. According to S.V. Sarychev [8], social neuroticism is clearly interconnected with the criterion of group reliability, which is especially pronounced in tense and extreme situations when performing joint actions, that is, the level of social neuroticism of an individual acts as an indirect factor in reducing the level of group reliability. S.V. Sarychev also presents the components of social neuroticism, such as:

- a sense of uncertainty of group functions,
- projecting a sense of anxiety onto the social environment of intragroup communication,
- increasing the level of neuroticism as a result of group activity,
- lack of a sense of group reliability.

F. Quan, Y. Gou, Y. Gau and other authors [6] identifies another component of social neuroticism associated with a social position in relation to the group's activities, namely, the “impoverishment” of intragroup relations. The author notes that an objective condition for intragroup joint activity in extreme or stressful conditions is the optimization of forms of organizational interaction. Thus, studies of group reliability have shown that with a decrease in the level of social neuroticism, an increase in the effectiveness of joint actions is observed where there were well-organized groups, as well as high technological, socio-psychological, managerial readiness to perform joint work. The described motivational variant gives a picture of effective joint interaction in situations of organizational uncertainty. Unlike the above, poorly or low-organized groups are characterized not only by the absence of organizational and operational, technological foundations, but also by an unconscious idea of their needs, which is often accompanied by an increased level of social neuroticism among the organization's employees. Such groups often express a willingness to solve new problems, but do not realize the importance of organizing intra-group forms of interaction and the motivational basis for joint actions.

Reliable groups demonstrate a pronounced social position aimed at the optimal organization of joint activities and flexible re-equipment of the management process during work in accordance with newly identified requirements and goals. Thus, in such reliable groups, developed algorithms of social behavior appear that are capable of satisfying the organizational and socio-psychological needs of the group not only in normal, but also in tense or extreme conditions. The next component of social neuroticism, which F. Qaun [6] drew attention to, is the absence of arbitrary group self-regulation. It turns out that in the presence of tense or extreme conditions in the course of joint activities, there is a tendency to mediate volitional efforts expressed at the personal level, more developed group actions. That is, certain com-

Pensatory mechanisms are introduced that support the effectiveness of the activity and significantly increase it when mastering forms of joint activity. As a result of the successful organization of group activity, the group ensures its organizational structure and increases the level of group reliability. Otherwise, there is an increase in the level of social neuroticism in employees and joint activities lose the characteristics of group activities. In this case, personal needs gradually begin to prevail, a conflict of interests arises, which increasingly “feeds” the socially conditioned neurotic qualities of the individual [5].

A. Strelchenko [12] notes as the next important component of reliability a social position aimed at successfully resolving the situation in conditions of organizational uncertainty. It turns out that one of the most important factors in overcoming social neuroticism is the socio-psychological conviction of group members in the possibility of successfully resolving the current uncertain situation, and a reliable intra-group work style plays a special role in this. In most cases, the most psychologically difficult moment for people in such situations ends not when the situation is objectively corrected, but earlier, as soon as the group members form a positive psychological position and confidence that everything will end well. Thus, summing up the above analysis, we can conclude that the socio-psychological problems that arise during joint group activities are easier to overcome in the presence of an intra-group organization, which becomes an effective anti-stress tool, such as group reliability, the level of which negatively correlates with the level of social neuroticism of workers.

A group, as a subject of joint activity, can manifest itself only in the conditions of the implementation of existing opportunities. In the conditions of joint activity, the guarantor of group reliability is the proportional means of organizing this activity, created by the members of the group. Moreover, the proportionality of the means is expressed in relation to both internal conditions and external environmental conditions.

Therefore, a reliable group is distinguished by the following characteristics:

- a) higher efficiency of joint activities,
- b) achieved changes in the structure of group behavior and joint activities,
- c) the ability to develop and implement a plan of joint actions that will be aimed at maintaining effective interaction.

Thus, a reliable group is distinguished by the ability to maintain concentration and modernization of functions in tense and extreme conditions, the attitude to the organization as a value, as well as the formation of the motivational sphere and reliable social positions in relation to the improvement of the organization. In other words, the ability of a group to act harmoniously in tense or extreme conditions is expressed precisely in the features of the group’s reliability, which are character-

ized by the effectiveness of the group, the interaction of group members and the coordination of actions.

Research methods

To identify the main characteristics of social neuroticism, we used the method of comparative analysis of theoretical approaches to studying the phenomenon of group reliability. As a result, the main characteristics of group reliability were identified and classified, which have a certain impact on reducing the level of social neuroticism.

Results

As a result of the socio-psychological analysis of group reliability, we came to the following conclusions:

1. To date, there is no single, generally accepted definition of group reliability in the psychological discipline.

The two most common views on the definitions are procedural and cumulative.

The procedural view is based on the dynamics of reliability, the idea of the development of reliability as a component of joint activities in different groups. The cumulative view operates at the end of the implementation of joint activities with the data of the results.

However, studying the idea of group reliability as a socio-psychological phenomenon, scientists identify a number of components that can be attributed to the criteria for assessing the social neuroticism of the individual. These are personal, organizational, technological, psychophysiological, professional, methodological, and affective components.

2. The variety of interpretations of the concept of group reliability and their significant differences in parameters indicate that the problem has not been sufficiently studied in the socio-psychological discipline. This fact, on the one hand, can negatively affect the results of decisions aimed at implementing theoretical and applied research tasks and training specialists. On the other hand, the need to study the manifestations of social neuroticism in joint activities can activate the process of studying group reliability, among other things.

3. One of the most effective is the point of view according to which reliability is considered as a systemic and integral quality of a group, which is actualized in tense or extreme conditions and is expressed in negative correlations with the level of social neuroticism.

Group reliability in content includes:

- 1) stable results, despite changing conditions of joint activity,
- 2) the ability to make an immediate decision on the implementation of joint activities in tense or extreme conditions.
- 3) the ability to carry out joint activities in extreme conditions without errors,
- 4) psychological resistance to negative environmental factors and stressful conditions,
- 5) maintaining the working capacity of group members in extreme situations,
- 6) independence of the process and result of joint activities from any kind of

“interference”,

7) the presence of “reserve” funds that will stimulate joint activities regardless of the presence of extreme conditions.

4. Theoretical analysis of works devoted to this problem showed that most studies are characterized by the prevalence of a static approach to the problem. This approach assumes that the conditions of group activity and the influence of the environment are assessed only to the extent that they can cause unforeseen changes in group processes. Socially conditioned influences on the level of personality neuroticism are still not fully perceived as a negative factor in assessing the degree of group reliability.

5. When considering the problem of reliability, most authors study the features of joint activities and group behavior in stressful and extreme conditions and pay attention to stability and related concepts: “stress resistance”, “noise immunity”, “stability”. We believe that analyzes aimed at stability should be supplemented with a dynamic approach, thanks to which it becomes possible to study intra-group changes and intra-group behavior formed under the influence of a social situation leading to the dynamics of the level of personality neuroticism. 6. The dynamic approach to this problem was substantiated by K. Levin in his work “The Conflict of Aristotelian and Galilean Forms of Thinking in Modern Psychology”. In the context of this approach, it is necessary not to make abstract observations, but to study the dynamic side of a specific event, which will not be associated with an isolated object, but to study the socio-psychological processes that arise and occur in this situation.

In the context of studying intra-group manifestations of social neuroticism, great importance is attached to everyday communication in the workplace and maintaining a healthy psychological atmosphere.

Currently, there are various approaches to the study of individual-personal characteristics of employees. Individual-personal characteristics are considered as part of the psychological activity of a specific person, his psychological state, interpersonal and individual-social relations, allowing us to describe and predict his behavior, direction and dynamics of psychological development. As individual-psychological characteristics, it is customary to consider such personality traits as stable, recurring features of an individual’s behavior in various situations [1; 3].

Conclusions

Thus, we see that when studying the conditions for the development of the level of reliability, scientists attach great importance to the presence of stress or stress-producing conditions. However, it should also be noted that interpreting group reliability only in the context of the presence of stress and reducing it to a simple indicator of stability is one-sided and limited.

If the psychological analysis of the conditions of group reliability is carried out as an integral part of the concept of social neuroticism, then stress-producing conditions can be considered those conditions that lead to an increase in the level of neuroticism of the individual and require a change in the mechanisms or form of organization of group joint activities. In such conditions, any unpredictable or suddenly emerging

elements of external interaction negatively affect the organization of the group.

It is also important that, unlike the static approach to the study of reliability, which mainly includes an analysis of external influences on group activity, the dynamic approach (which, according to a number of authors, most fully reveals the idea of “reliability”) includes the consequences of both internal and external influences, the disclosure of which, in turn, contributes to the development of group joint activities. re-equipment of the business strategy and its adaptation to new conditions.

Let us list the main conditions under which we can assume the presence of an increased level of social neuroticism of the individual, which, in turn, leads to the need to develop group reliability in order to transform the style and mechanisms of intra-group joint activities.

- conditions caused by intergroup competition.
- time deficit, that is, time constraints in a given situation for drawing up a plan of necessary actions and completing a group task.
- conditions caused by a change in the size of groups associated with the inclusion of new members in the group or the replacement of one of them.
- conditions limiting the opportunities for participation of all members of the group (or only some of them) in joint activities.
- conditions associated with the subjective significance of the results or large-scale negative consequences for the entire group as a result of an error.
- conditions requiring maximum involvement of all members in joint activities.
- conditions associated with the need to choose one method in the course of joint activities.
- conditions caused by an intra-system conflict in the course of joint activities.

Group reliability facilitates the implementation of an adequate choice when implementing joint activities by a group in the event of the occurrence of the above conditions or in the event of another choice that will satisfy the entire group or the majority of the group.

It is also important to be guided by not only intra-group needs when choosing a strategy for group behavior, but also by the further development of the professional group's connections with the external environment.

Thus, a reliable group, finding itself in a tense situation, is able to maintain the direction of professional joint activity and determine and distribute new, situational functions within the group aimed at resolving this situation or ensuring a smooth flow of activity in such a situation. In the presence of group reliability in a team, as a rule, it becomes possible to level the most negative manifestations of social neuroticism.

Based on the analysis of existing works on overcoming social neuroticism, we propose the introduction of a social learning model, which underlies the development of group reliability.

Social learning is a social – a relatively new direction in psychology. According to this approach, it is assumed that the educational process is organized to form such knowledge, skills and abilities that form mechanisms for possible constructive

interaction and are aimed at developing tripartite relations of joint activity: social or external environment, intergroup or interdepartmental, intragroup or internal environment. In psychological discipline, the foundations of social learning are based on methodological principles that are aimed at developing both the social environment and the individual or group that is the subject of the activity.

This situation becomes more obvious when not only the labor, physiological and psychological data of a person are taken into account, but also the properties of the activity carried out with all its professional, social or psychological consequences. This means that the social activity of individuals or groups as subjects of activity determines and characterizes the social environment, which, in turn, mutually determines the further course of social activity of these subjects.

In this sense, value technologies of social learning are manifested as:

- means of promoting social relations that characterize forms of cooperation at different levels, from interpersonal to intergroup and intragroup interactions,
- levers of interaction between the main and auxiliary teams,
- a process aimed at developing both intragroup and intergroup interactions,
- a process aimed at meaningful and constructive improvement of work during joint activities in a group,
- mechanisms aimed at integrating and improving a person's social identity, his or her self-image at the individual level.

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