

интеллектуального потенциала эту специфику установить невозможно.

Что не взамен, а в поддержку предполагаемым задачам? Можно построить рейтинговую шкалу регионов по уровню развития интеллектуального потенциала и построить глобальный прогноз, хотя для стратегического планирования развития регионов этого явно недостаточно. В любом случае нужен обязательный для местной системы управления трудовыми ресурсами качественный анализ развития социального и индивидуального интеллекта поколений.

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## INTERGENERATIONAL ANALYSIS OF SELF-ASSESSMENT OF INTELLECTUAL POTENTIAL

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### ABSTRACT

Many studies were held and are currently been held on the adaptation of manpower resources to market environment. But there are still aspects which are rarely studied. Those are multidimensional character of psychological readiness of intellectual potential of different generations to adapt to market conditions, specific weak readiness of some generations, and differences due to regional cleavages explained by different life conditions. The author, studying assessments made by younger, middle and elder population of economically mono-profiled cities, particularly of the city of Gubkin, regarding local opportunities and personal prospects, make conclusions about their present and future situation and the broken intergenerational continuity.

### ENGLISH SUMMARY

**Background.** The terms «intelligent control systems», «intellectual technology» have lately become common for industries, transport organizations, scientific editions (the author pays attention in particular to the titles of the articles contained in *Mir Transporta Journal* issues). This trend reflects changing priorities of the environment focused on technics, engineering, digital technology, communication and Internet networks. At the same time it reflects the growing requirements addressed to human beings, who are developers, operators and users of new technical units, machines, data transmission and storage devices of a new, highly increased intellectual level.

The question is evident. Are people ready, see their education, creative skills, psychological status, to meet modern challenges and to work with success, being representatives of different generations? Social and cultural continuity as well as gaps in the development of the society are connected to interaction of generations, which cohabit in natural civilization contact. Social problems during different transformations in the life of people are

conditioned by their relations, biological, social, spiritual nature, and human nature, which are mediums of the unifying origin which is present in every generation.

Intellect, or intelligence, growth of its potential in the process of socialization, communications, spiritual and material activities, is characteristic of personal achievements, but also of a capacity of an individual to contribute to the common progress. Every generation, being a multitude of intellectual resources, plays its special role in the society. Younger generation declares its life strategy, expecting to occupy a certain position in social practices, which have been shaped before their maturation. Middle-aged generation realizes its strategy in public and private life within a dynamic environment, trying to do utmost. Older generation comprehends and interprets the achieved results, maintains continued links, helps newer generations to build strategy of their common future.

**Methods.** The works of Bernice L. Neugarten (e.g. Neugarten, Bernice L. (1996). *The Meanings of Age: selected papers of Bernice L. Neugarten*. Chicago: The University of Chicago Press) were the first to start studies of course of life of one or another generation. She measured social age and analyzed age norms, and paid attention to the events of normative character.

The author of the article uses the results of social survey held in the town of Gubkin and the tools of sociological analysis.

**Objectives.** Using the results of the survey of self-assessment by residents of the town of Gubkin of the satisfaction with the achieved social and individual results, when the level of satisfaction can be interpreted as an index of adaptation to the social changes, the objective of the study was to conduct a comparative analysis of the assessment of the intellectual potential of younger, middle-aged and elder generations of the town of Gubkin.

**Results.** The population of the city district of Gubkin is of 122,1 thousand persons. The 15-30

years old youth constitutes 26,96% of total adult population; people aged 30-60 years constitutes 54%, and people of 60 years and older constitutes 19%. Sample population during survey was conform to the age structure of total population. 67,9% of youth, 70,5% of middle-aged citizens, and 73,4% of elder generation assessed Gubkin as a town with intellectual potential, capable to ensure further development of the region.

67,9% of youth, 74,7% of middle-aged residents, and 63,9% (more critical than other generations) of elder generation agreed that the social environment consists of people who merit respect. An interesting fact was revealed. 50,7% of middle-aged residents see around them persons who are perceptible to new ideas. At the same time they don't see people who can generate new ideas and initiatives.

The respondents were asked to assess their proper intellectual-capacity based career. Only 4,3% of elder people and 1,4% of middle-aged people were satisfied. On the contrary the career of other people was acknowledged as successful by 73,1% of middle-aged, 55,5% of younger, and 57,4% of elder generation.

The links of their life strategy with local community were confirmed by the following results of survey. Among elder respondents 29,3% have spent all their life in Gubkin, 64,3% in the district, 62,5% in Belgorod region. 53,5% of middle-aged respondents intend to realize their capacity in Gubkin as compared to only 31,1% of younger respondents. Youth is more critical. 7,4% of younger considered that it was impossible to realize their potential in Gubkin. At the same time the result underlines adaptiveness and flexibility of the youth.

Intellectual potential of respective generation is assessed as being high by 56,4% of elder, 43,3% of younger, 45,1% of middle-aged respondents. Personal intellect is assessed as high by 70,4% of middle-aged respondents, while younger and elder respondents were more modest with 49,4% and 40,4% respectively.

Only one third of respondents was ready to support new ideas. While the results of younger respondents were higher than of other generations, still one third of them does not to be leader,

45,7% responded "rather yes, than no" to the question on ability to formulate new ideas, 48,1% apply new ideas "sometimes", 40,7% can only "sometimes" persuade other people to share their socially important ideas. The response "only sometimes" is predominant with elder and middle-aged population which indicates certain inertia of population.

The fact, that about a half of respondents of elder generation (46,8%) did not want to be and have never been leaders, should worry. It has its impact for middle-aged generation with 40,8% of the same responses.

Some questions were set about most important motivation factors, contributing to self-development.

Public recognition is mostly important for the youth (60,5% responded positively). For middle-aged and elder people the satisfaction with the results was more important with respectively 70,4% and 40,4% of positive answers (for the youth this factor is the second one with 42% after public recognition). Compensation as motivating factor is the most important for younger generation (while for middle-aged people it is second as for its importance, for elder people it is third among priorities).

All categories of respondents agreed that information and communication are very important for personal development. They assessed information on innovations in professional sphere as being most important (64,2; 76,1; 54,3 % respectively for younger, middle-aged, elder respondents). Personal achievements of other people in professional sphere are important for 35,8%; 4,2%; 33% of respective generations (the lowest score with middle-aged people can be explained by high individualization of their interests but needs to be verified).

**Conclusions.** The preliminary conclusion is that generations of Russian regions have average characteristics of realization of life strategy and of adaptation to the changes. Implicitly it can be an obstacle for transformation processes in the country. Probably each region has its own features. But it is not possible to determine them through formal indices of intellectual potential.

**Key words:** intellectual capacity, intellectual potential, intelligent systems, people generation, self-assessment, intergenerational analysis, socializing factors, education, profession, social and cultural values.

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