

Bases of Formation of Women's Professional Mentality in Russia

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Abstract: Subject of scientific research are regularities of formation of women's professional mentality in Russia. The purpose of research is to consider basic components of women's professional mentality. Research problems: to describe approaches to definition of the concept "mentality"; to reflect the content of the concept "professional mentality" and to give author's definition; to describe Russian features of women's professional mentality. On the first stage is necessary to determine the differences in the statements of the scientists of different areas of human knowledge. The second stage involves analysis of general unifying moments. The third stage involves author's definition and direction. In the table definitions of the concept "mentality" of the Russian and European scientists are grouped. Women's professional mentality is the basis for the construction of women's career. Myths and stereotypes about business women, as a system of social and psychological attitudes, preserved and transmitted from generation to generation, reflecting the peculiarities of mentality. We consider the idea, that the ingrained socio-psychological attitudes towards business woman limit her ability to be a successful professional.

Index Terms: mentality, women's professional mentality, social and psychological attitudes, professional activity, women's career.

I. INTRODUCTION

In order to make a complete description of the phenomenon of women's professional mentality, we need to analyze the approaches to the description of this concept. A phenomenon of the concept "Mentality" (from latin - mens, mentis, "reason, mind, intelligence"), consists that it has no exact value in Russian language. Each area of human knowledge has its own interpretation. The word "mentality" is often used when someone wants to explain the unexplainable - character traits, behavior, values and the reasons for their

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existence. Overall, the substantive content of the concept depends strongly on the context of use. When considering the definitions of the term "mentality" is necessary in the first stage to highlight the differences in the statements of the representatives of different areas of human knowledge. The second step is to analyze the general unifying moments. The third step is to give the author's definition and direction, which will provide new knowledge in the studied subject [1][3].

Modern psychological science is developing a new concept of research, based on a multidisciplinary approach to the knowledge of the person and his mentality [4-6]. In psychological aspect this concept is treated as social thinking [1], system of standards of behavior [7], collective and social representations [8-10], value orientations and attitudes [11], motives and preferences [12]. From the philosophical point of view mentality is "national character" [13][16], "inner world" [17], the criterion of personal and social basis consciousness [18], "spirituality" [19][20], "pre-established harmony" [21] and "fund of knowledge" [22]. Cultural and historical researches of mentality were conducted by A.Y. [23], [24], [25]; [26]. The main stages of the formation of the concept of "mentality" are discussed in [27], [7], [28].

Scientific approach to the mentality formed in the early twentieth century with the works of [9]. He singled out the individual and collective representations that affect human behavior. He argued that individual ideas are based on the laws of logic. Collective conceptions, on the contrary, are not logical. In [29] in his work "Les mentalités" defines it as an innate quality. From the standpoint of [25] mentality is very close to the concept of public consciousness - a collection of images and ideas characteristic of certain social groups that influence the behavior of people in these groups.

The representative of the French school of "Annals" [30] pointed out that the language, culture and way of life of a particular social group, are factors contributing to the formation of mentality. He also noted that a change of mentality going on with varying degrees of activity, which depends on the speed and depth of the changes in- the socio-political, economic and cultural processes.[31] considering mentality in relation to consciousness.

Mentality, which includes conscious and unconscious elements defined approach to the description of consciousness in general. Akopov offers a description of consciousness in the broadest sense - as the activity of the mind, encompassing conscious and unconscious. The researcher considers consciousness as a combination and separation of biological and social in man. Consciousness as a mental activity includes both innate and acquired base, as on the one hand, a biological man, but on the other - social and ethnic, as a representative of a nation since birth, belongs to a particular community of people.

On the other hand, appeared to these innate inherited national and ethnic lines, people should grow up and live in a society whose socio-cultural attitudes and values are the same, do not coincide or conflict with the so-called national and ethnic program. In the "social" part of consciousness are conscious and unconscious settings that man learns in the course of growing up and education. This social consciousness is seen as part of the mentality.

The authors support the idea that the mental includes conscious and unconscious settings that man learns in the process of socialization.

Separation of "mental" and "ethnic" is conditional. There are two main differences. First, the mentality - it is ethnic, which could be manifested in concrete historical conditions. Secondly, the geographical context largely determines subordination of "ethnic" or "mental." Ethnic constant and more inert than the mental. Mental depends on ethnic smaller than on changes in social conditions.

Since we consider women's professional mentality of Russian women, it is necessary to describe the role of geographical space in the formation of distinctive features and characteristics of people living in a particular area.

[32] in a review article described the views of researchers on the need to find a point of intersection of psychology and geography, so this scientific field as "geographic mentality" is quite logical.

Arguing about the mentality of how the system of values of social consciousness, Toporov wrote, that "an individual image of the space is that it depends not only on the cultural and historical situation, but also on the characteristics, the link with the area of biological and cultural mediation" (as quoted in [33]). In this we see a distinction between natural and culturally-mediated ("mental"). Thus, it considers culture as a social rather than an ethnic system. We are confident that determine the optimal percentage of ethnic and mental does not make sense, it is better to consider the contribution of both factors.

Contact mentality to the categories of time and space once again underlines the possibility and necessity of the study of the human psyche with the space-time relationship. For example, [34] describes the psychology of growing up as a "social development in space-time of childhood." The time factor is present in a person's life in different kinds - biological, physical, astronomical, psychological.

As part of the study the mentality of most interest to us is psychological time, objectively and subjectively experienced man, historical time - as a certain sequence of events in a person's life and social time, reflects the political, economic and other processes taking place in society.

The term "mentality" or the adjective "mental" can combine different psychic phenomena that have been studied separately, so that did not give a holistic view of the human psyche.

According to [28], changes in psychological science are under the influence of historical processes. Psychology without history makes the results of research limited. [35] describes that every historical system has a certain set of mental attitudes "unconscious collective representations about the history, personality and society prevailing in the society" [23], noting that the "unconscious" is the only part of the mental attitudes.

One of the basic questions of psychology is the question of identity formation. [36] highlights two trends, based on the theory of personality psychology. According to the first, consciousness is regarded as psychosocial phenomenon "has developed as a result of the controller and the real way of life, a person found in a given set of social conditions and circumstances [36]. So, the mentality is considered within any one cultural-historical conditions. In the second case there is a comparison of the Russian mentality with the systems of other companies.

connects with the mentality of political factors as follows: "You can imagine a man without ideology, but not without mentality" [23]. Consider mentality is time without being tied to a particular historical epoch, it is meaningless. It manifests itself in connection with certain historical events and often determines them.

Thus, the mentality - a concept in which a person is considered in the context of certain historical events. As part of the study of mentality is inseparable from the history of psychology.

Mentality, as noted by many scientists, is characteristic of the group (rather than individual), and reflects the specific relationship to the world of various groups.

Today, the concept of "mentality" is revealed in the works of authors of various scientific fields, but remains open for filling with new content. Table 1 shows a central component of the definition of mentality articulated by various authors.

Table 1: Definitions of the concept "mentality"

№	Author	Definition
1	Duby (1961), Kabrin (2005)	System of images
2	Duby (1961), Petrovsky and Yaroshevsky (2008), Durkheim (1960), Levi-Bryul (1930), Moscovici (1973)	Representations
3	A.Ya. Gurevich (1994? 2005), Grouse (1996)	The level of social consciousness
4	Pantin (1994), Bech (1997), Pishchik (2010).	The memory of the peoples of the past, codes
5	A.Ya. Gurevich (1994, 2005), J. Chaplin (1975), Dintselbaher (1990), Redel (2000).	Style, way of thinking, state of mind



6	Grous (1996), Telenbakh (1939), Petrovsky and Yaroshevsky (2008), Gershunsky (1996), Gumilev (2002), Dubov (1993)	Stereotypes of behavior
7	Febvre (1991)	Ideology
8	Febvre (1991), Shkuratov (1994), Fliyer (2005), Abulkhanov-Slavskaya (1991,1997)	Skills in the history of consciousness
9	Dubov (1993), K. Jaspers (1994)	System of values
10	Gershunsky (1996), Dintselbaher (1990)	Deep foundation of attitude, outlook
11	Spengler (2006), Shpet (1996)	Soul Culture, warehouse soul
12	Baume (1964), Duby (1961), Platonov (1978), Shumilin (1982)	The spiritual quality of society
13	Berdyaev (1990), Ilyin (1948), Kasyanova (2003), Lossky (1957), Shpet (1996)	National character
14	Akopov, Ivanova (2003), Gershunsky (1996)	The expression of group consciousness in space and time
15	Baronin (2000), Kolosov (2001)	Integrative ethnopsychological sign
16	Andreeva (2000), Rozov (1998)	Specifics of mental life
17	Andreeva (2000), Shyuts (2004), Sonin (2000)	System of knowledge, meanings, motivation system
18	Abulkhanov-Slavskaya (1997)	Social thinking
19	Petrovsky and Yaroshevsky (2008), Polezhayev (2007), Oborina (1993)	Social attitudes
20	Dmitriev (1997), Stefanenko (1999)	Deep unconscious

The definitions given in the table, in our opinion, are either too general or reveal only one aspect. We assume that this is due to difficulties in describing the term. From the perspective of social psychology, mentality is a characteristic of a social group, which reflects the specifics of its culture in the perception of the environment and behavior.

Some authors have paid more attention to ideas and lifestyles, that are more subject to influence and changes.

Many modern authors identify mentality and consciousness, but equating these terms, we miss its unconscious part. According mentality manifests itself in proportion to the degree of activity of the person in public life [37]. As soon as he enters into the structure of individual consciousness, it would be rather difficult to reflect. The authors suggest that this is due to the influence of the installation. When a person is not aware of its dependence on the installation, which works on an unconscious level, and believes that he has formulated a

point of view by himself. also equates mentality and consciousness. She noted that the characteristics of mentality are: social thinking, types of consciousness peculiar to different representatives of one ethnic group [38].

A number of papers described the mentality of the system [18],[25]. It should be noted that in many studies, it is described as a closed system, which is a specific set of components. We agree with the view [39], in certain socio-cultural conditions of crisis mentality transformed into a system that is open to the influence of external factors. The most popular definition of mentality connected with national features and character traits. In the tradition of the Russian school mentality initially considered in ethno-psychological aspect [40][41]. We also hold this view. The national psychology mentality exists in parallel with the national character, values, and other components [42]. Most authors, considering the mentality from the standpoint of philosophy and culture, claim that the mentality is characterized by stability, and it can be regarded as the most constant part of the social information which is less subject to change. According to [30] individual structures of mentality are very inert and sustainable for generations. "Mental box can also become prisons for longer stretches of time".

II. RUSSIAN MENTALITY

National characteristics are embodied in the mentality and character traits change very inert. Thus, the authors, equating to the mentality of the national character, note its strength and stability.

In the context of Western European science mentality is related primarily to the rational principle. The concept of "mentality" is closest to the concept of "thinking", "mind", "reason", "reason", that belong to the sphere of rational. An interesting fact is that in Russia the concept of "mentality" is closer to the emotional sphere, it correlated with concepts such as "outlook", "image", "view", "feeling". It should be noted that this interpretation is more understandable to representatives of Asian cultures.

Quite often we hear about the specifics of Russian mentality, especially when someone wants to find the explanation of the economic or political events in the country. In particular, when it comes to the use of foreign experience in conducting all sorts of reforms in education, law, business organizations and others. One of the reasons for their failure to achieve or not that result is the lack of "amendments" to the Russian mentality. What is the peculiarity of the Russian mentality?

Russia is a multinational country. Its territory is home to more than 180 nations. You can also note that they are representatives of different faiths with their cultural way of life. According to the 2010 Russian Sensus, ethnic Russian people make up 77.71% of the total population [43].

[44] analyze the ethnic composition of the population of Russia. They are divided into four ethnic groups: Russian; ethnic groups that make up the Russian Federation; nations whose descendants remained in Russia; representatives of the titular nations of the former Soviet republics. The



population considers itself ethnic Russian, it is the majority. Thus, the term "ethnic Russian mentality" and "Russian mentality" in our study, we understand as synonyms. It should be noted that the study of ethnic features in a particular sphere of life - quite a popular destination in the research of Russian scientists. For example, Semenova F.O. [45] exploring career strategies for women of ethnic population of the Republic of Karachay-Cherkessia.

In 2007, the concept of "Russian World" was introduced in the field of active public discourse. The components of the "Russian world" are "the Russian word" and "Russian culture". In scientific articles [46] wrote about the existence of the "Russian idea" as the idea of understanding the meaning of the existence of Russia in the world. Russian Mission - to unite people around the world, the peaceful resolution of conflicts. Zdravomyslova used the metaphor of the "manliness" of Europe, which is presented as the norm and "femininity" of Russia, presented as a feature. Femininity is not just the ease and passivity, this understanding, forgiveness, and a powerful force of nature.

There is a stable expression, the authorship of which is unknown, but is now more than 200 years is always present as an argument in a lot of research on the Russian - "mysterious Russian soul". In terms of our research, "mysterious Russian soul" is emotionally charged synonym for "Russian mentality."

Analysis of opinions of foreigners about Russia in the XV-XVII centuries, can be found in scientific works by [47]. What features of the Russian mentality were noticed by foreigners? Here are the most interesting: "The Russian people are beautiful, but rough, both men and women", "This nation is the most distrustful and suspicious in the world", "In Russia there is no shortage of good head for training", "Between them there are people very talented gifted with a good mind and memory", "Tolerance, the ability to conduct relations with the representatives of all nations and religions". Today's quotations: "The ability to look at the problem from an unusual angle, and solve it completely unexpected way", "Hospitality - a distinctive feature of Russians, they can always arrange something, and it does not matter whether there is food", "For Russians country house (dacha) - is all. Russians without country house - poor people", "Very proud people, but at the same time, they have no problem to recognize that in other countries, something can be better than in Russia", "Punctuality - is not in the Russian tradition," "The mixture of laziness, irresponsibility and pure Russian confidence that everything will resolve itself" [48]. In general, the views have much in common, despite the time difference in the statements of several centuries.

Studies, that have compared and analyzed the whole range of relations between Russia, Europe and the United States (it should be noted that such studies much more, than researches of the relations with the Arab or Asian countries) are very popular in the social sciences) are very popular in the social sciences. [49] describes the image of the Russian people which has developed in the West. The image is very ambiguous, it can be described as "not positive". The image of Russia to Western civilization rather "strange and frightening" than "similar to us and friendly."

[50] identified the main motivational blocks the Russian people. The first motivational block includes the following traits: desire for risk, excitement, hope for good luck, love of change, curiosity, "maybe", the belief in miracles and love for the holidays. The second block includes: kindness, the ultimate goal - is to achieve the common good, empathy, the desire to limit and humble themselves, help, placability.

Thus, modern approaches to the definition of "mentality" have the following general provisions:

1. Mentality refers to the collective (group) consciousness. Group consciousness is a kind of model to which we "try on" the mentality of the person.
2. The mentality includes both conscious and unconscious attitudes.
3. The concept of "mentality" is applied to a certain ethnic community, secured the experience of generations.
4. Mentality - sufficiently stable part of social media.
5. The mentality is tied to a particular historical epoch and geographical space.

The authors agree with the definition of mentality, where it is described as an integrated system of group conscious and unconscious attitudes, reflecting the national character and group consciousness in time and space.

According to the authors opinion, the mentality is illogical, it is a multi-level structure. We assume that the mental attitudes include the rational and the irrational part, the relationship between them depends on the socio-psychological characteristics of the people, who live in a particular socio-cultural environment.

Modern external environment actualized the phenomenon of professional mentality [18][12][51]. An analysis of conceptual approaches to the concept "mentality," allows us to conclude that the professional mentality may be disclosed through the system of social and psychological attitudes, formed under the influence of the national mentality, derived from the social environment and learned by person.

The nature and structure of the professional mentality is characterized by complexity and ambiguity. Its formation is influenced by three groups of factors:

1. The macro factors:
 - natural factors (natural human environment, race and ethnicity);
 - social and cultural factors (the set of elements of the cultural experience of the individual or the community - forms of social interaction, types of life, ideological model of religious and philosophical ideas, etc.);
 - economic factors;
 - political factors.

According to the research of philosophers, historians, sociologists and anthropologists, these factors are involved in the formation of mentality.

We believe that the professional mentality - a system of conscious and unconscious social and psychological attitudes, consisting of stereotypical opinions, judgments, estimates, which are



based on the collective representations of professional activity, and individual perceptions of their place in the profession.

Professional mentality can be represented as a formation, which imposed more and more layers. Some of the layers are gradually losing its relevance. Patterns of behavior, values are usually given by the educated part of society, and then, partly simplified, gradually penetrate into the mentality of the people, enshrined in it for years, decades and even centuries. Professional mentality is not able to quickly restructure under the influence of external circumstances, so an adequate response to sudden changes in the environment requires a certain mental capacity.

Mentality is the basis of the formation of a new culture, a process longer than the formation of a new mentality. Confirmation of this can be found in the events taking place in Russia. The post-Soviet period was accompanied by the emergence of new mentalities, related to the active process of Russia's integration into the European space. Perhaps in 2014 and "turn to the East", will launch the formation of new mentalities. We cannot say, that Russia is changing the culture in general, but new layers are formed under the influence of other cultures. Professional mentality is also affected by this. We will see only after time that from these innovations remains in culture.

III. RUSSIAN FEATURES OF WOMEN'S PROFESSIONAL MENTALITY

Having considered the definition of the concept "mentality" and the idea of Russian mentality, we can assume that women's professional mentality of Russians has a number of features.

Attitude to women's work has always been controversial. Consider a system of social and psychological attitudes that exist in relation to the business women to describe the characteristics of the formation of women's professional mentality. We will illustrate them with modern myths, which represent social and psychological attitudes and stereotypes of society and reflect the peculiarities of mentality. Modern myths about business woman rooted in society and influence the formation of women's professional mentality. Myths can be divided into three groups:

1. Place of work and career in the life of a woman.
2. The ability of women for leadership.
3. Relationships with men at work.

So, modern myths:

- "True woman does not aspire to a career".
- "I Am making a career woman losing femininity".
- "The achievements of women are inversely proportional to their beauty".
- "Women are not sufficiently ambitious".
- "Women are too dependent".
- "Business has not a woman's face".
- "Look for the woman in the arts".
- "Career - a lot of single women".
- "Family and career are incompatible".
- "Careers for women is not important, the main thing - the family".

- "If a woman - a big boss, so for sure it has not developed a family life".
- "Becoming a big boss, a woman usually ceases to be a woman (losing femininity) and turns into a "man in a skirt".
- "Head of the company - not for women".
- "If a woman takes high post, it means that she is the wife, mistress, or a close relative of someone from senior management".

Therefore, to the characteristics of the women's professional mentality is emotional and psychological setting to overcome prejudice on the part of society about women's professionalism.

In modern society, from a legal point of view, a woman has every opportunity to be a successful professional, but perhaps ingrained socio-psychological attitudes hinder it in achieving this goal [52].

Researchers consider the barriers to women who realize career aspirations [53-55]. If we generalize the results of all studies in the subject field, the best output, reflecting the opinion of the scientists working in the field of women's careers are words of Ragins & Sundstrom [56] that for women the way to a career involves overcoming numerous obstacles, while for men - with the implementation of the many opportunities.

IV. CONCLUSION

The study of the barriers to a woman, who seeks to make a career, is an important aspect for researchers in the realization of the concept of women's careers. The woman is going to have to decide whether to start a career questionnaire, which can cause it to conflict with traditional views of others or intrapersonal conflict. A woman's decision is almost always a compromise between personal and family life and career.

Compared with the childhood in adulthood is changing the ratio of achievement motivation in different floors: it increases among men (compared with boys), or decreases in women (than girls). We believe that there are

two processes. At least, for them there are barriers in the form of prejudice, condemnation, disapproval, do not permit to engage in certain activities that are considered "masculine". As a rule, men of barriers do not exist - they can achieve success in the traditionally "female" fields (this is, in particular, was found to Taiwanese researchers R. Horn and R.-H. Chen, and this not only not condemned, but sometimes it is admired by others. Perhaps society does that motivation is reduced or changed the direction from the professional to the personal. Targeting women in the approval of others contributes to the fact that many women in adulthood are changing their motivation.

Thus is formed a stereotype that in any kind of activity, men are more successful than women. It does not take into account losses to society from the fact that some of its members (those women who perform only the role of homemaker, wife, mother) are excluded from social processes. A woman has the potential, which could be used more productively by society.

Thus, in the current study, we described the

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scientific approaches to the definition of "mentality", given the author's definition of the term "professional mentality", identified a group of factors that influence the formation of professional mentality, describe the specific conditions for the formation of women's professional mentality and outlined a system of social and psychological units existing in relation to women's professionalism.

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