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PSYCHOLOGICAL CHARACTERISTICS OF PROFESSIONAL WELL-BEING OF INDUSTRIAL WORKERS

ПСИХОЛОГІЧНІ ОСОБЛИВОСТІ ПРОФЕСІЙНОГО БЛАГОПОЛУЧЧЯ ПРАЦІВНИКІВ ВИРОБНИЦТВА

Рук Н. С.

*Postgraduate Student at the Department
of Psychology
Hryhorii Skovoroda University
in Pereiaslav
Pereiaslav, Ukraine*

Рук Г. С.

*аспірантка кафедри психології
Університет Григорія Сковороди
в Переяславі
м. Переяслав, Україна*

Under current conditions of socio-economic instability, increasing work intensity, and growing demands for occupational safety and efficiency, the issue of employees' professional well-being becomes particularly relevant. Professional activity in industrial sectors, especially in metallurgy, is characterized by a combination of high physical workload, technological risks, responsibility for work outcomes, and exposure to adverse production factors. Under such conditions, professional well-being functions not only as an indicator of an employee's psychological state but also as an important factor in maintaining work capacity, professional reliability, and production safety.

In psychological science, professional well-being is considered a multi-dimensional integrative phenomenon encompassing psychological, physical, and social aspects of an individual's functioning within professional activity [1; 3; 5]. The issue of professional well-being is one of the key topics in contemporary occupational and organizational psychology due to the intensification of professional activity, increasing complexity of working conditions, and higher demands for employees' psychological resilience. Modern studies conceptualize professional well-being as a complex multidimensional construct reflecting an individual's subjective evaluation of their functioning in the professional sphere and overall life satisfaction. In particular, L. Karamushka [2] defines professional well-being as an integral indicator of an employee's psychological health, reflecting their level of adaptation to organizational and professional demands.

Interest in employee well-being in industrial and production sectors continues to grow. Researchers pay particular attention to the physical component of well-being, which in industrial occupations is often the most

vulnerable and may serve as a predictor of further decline in psychological well-being.

Professional well-being is formed through the interaction between objective job demands and individual psychological resources. One such resource is occupational self-efficacy, defined as an employee's belief in their ability to effectively perform professional tasks and control work outcomes. High occupational self-efficacy is associated with better adaptation to challenging working conditions, higher levels of subjective well-being, and lower levels of emotional exhaustion.

In the context of professional well-being, special attention is also given to the analysis of the negative impact of work on an employee's psychological state. Contemporary models of occupational stress emphasize that the subjectively experienced negative impact of work does not always have a direct linear relationship with decreased well-being, as its influence may be mediated by individual resources and adaptive mechanisms. This necessitates a comprehensive analysis of both negative occupational factors and psychological resources that ensure employee resilience.

Despite the growing number of studies on professional well-being, the issue remains insufficiently explored with regard to employees of industrial enterprises, particularly under prolonged social and occupational challenges.

Our empirical study aimed to investigate the specific characteristics of professional well-being among employees of a metallurgical enterprise, focusing on subjective well-being, occupational self-efficacy, and the negative impact of work on psychological state.

The study involved 60 employees of the Zaporizhzhia Ferroalloy Plant aged between 18 and 75 years.

Analysis of the mean scores obtained using the modified BBC Subjective Well-Being Scale (BBC-SWB) [5] demonstrated that the overall level of subjective well-being in the sample was moderate (79.07 points). A moderate level was also identified for all structural components: psychological well-being (40.27 points), physical health and well-being (21.6 points), and interpersonal relationships (17.9 points).

At the same time, analysis of level distribution revealed internal heterogeneity within the sample. In particular, more than one-third of respondents (36.67%) demonstrated a low level of overall subjective well-being, indicating reduced life satisfaction and psychological comfort in a significant proportion of employees.

The most problematic domain was physical health and well-being, where nearly half of the respondents (46.67%) demonstrated low levels. This result may indicate depletion of physical resources due to the specific characteristics of metallurgical work, high physical workload, and intensive

work schedules. Only 13.33% of respondents demonstrated high physical well-being, emphasizing the vulnerability of this component of professional well-being.

Psychological well-being indicators were also ambiguous: 40% of employees showed low levels, while only 20% demonstrated high levels. This may reflect psychological tension, emotional exhaustion, or reduced life optimism among part of the personnel.

The domain of interpersonal relationships appeared relatively more preserved: 23.33% of respondents demonstrated high levels; however, one-third of employees (33.33%) showed low indicators, which may suggest difficulties in professional communication, social support, or teamwork.

The results of occupational self-efficacy assessment (T. Rigotti, B. Schyns, G. Mohr questionnaire adapted by O. Kredentser) [5] indicated a high level in the sample (mean score 27.77). The majority of employees (73.33%) demonstrated high occupational self-efficacy, and none showed low levels. This indicates a well-formed confidence in their professional competence, ability to effectively perform work tasks, and overcome occupational difficulties. High occupational self-efficacy may therefore be considered an important psychological resource that supports functional stability even under increased workload or reduced subjective well-being.

According to D. Watson's Negative Affect at Work methodology (ukrainian adaptation) [5], the average level of negative work impact on psychological state was moderate (21.13 points). The largest proportion of respondents (46.67%) demonstrated moderate levels, while 20% showed above-average indicators. No participant demonstrated a high level of negative impact.

These findings suggest that work at a metallurgical enterprise exerts a stable but not critical negative influence on employees' psychological state. The absence of high levels may indicate adaptation to working conditions; however, the presence of a considerable proportion of employees with moderate and above-average levels of negative impact indicates potential risks of chronic stress and occupational exhaustion.

The obtained results outline a specific profile of professional well-being among metallurgical workers. On the one hand, employees demonstrate high occupational self-efficacy that supports professional performance and work capacity. On the other hand, subjective well-being remains at a moderate level, with a significant proportion of employees showing reduced physical and psychological well-being.

Thus, a certain imbalance between professional competence and subjective well-being can be observed, highlighting the need for psychological support programs, health preservation initiatives, and prevention of occupational exhaustion in the metallurgical sector.

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