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## ЛОКУС КОНТРОЛЯ КАК КОМПОНЕНТ ЧЕЛОВЕЧЕСКОГО КАПИТАЛА НАСЕЛЕНИЯ АЛТАЙСКОГО КРАЯ

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*Статья подготовлена в рамках государственного задания Министерства науки и высшего образования Российской Федерации FZMW-2020–0001 «Человеческий капитал, миграции и безопасность: трансформация в новых миграционных условиях в приграничных регионах России».*

**Аннотация.** Локус контроля рассматривается как многомерная характеристика, отражающая степень готовности индивида брать на себя ответственность за происходящее с ним в разных жизненных сферах. В настоящее время получено много свидетельств в пользу того, что между локусом контроля и человеческим капиталом существует тесная взаимосвязь. В статье представлены результаты исследования, проведенного в 2020 году в Алтайском крае, целью которого выступал анализ характеристик локуса контроля как компонента человеческого капитала населения. Для оценки локуса контроля населения использовалась методика «Уровень субъективного контроля», при помощи которой оценивалась выраженность интернальности и экстернальности населения Алтайского края как в целом, так и в зависимости от социально-демографических факторов (пол, возраст, место проживания). В результате исследования было обнаружено, что население Алтайского края характеризуется достаточно высоким уровнем

интернальности в целом. Интернальный локус контроля преобладает в сфере достижений, производственных отношений и неудач, а экстернальный – в сфере семейных и межличностных отношений, а также в сфере здоровья и болезней. По части параметров более высокая интернальность выявлена у женщин, городских жителей и старших возрастных подгрупп. Полученные результаты помогают выделить группы населения, нуждающиеся в укреплении и развитии человеческого капитала.

**Ключевые слова:** интернальность, экстернальность, человеческий капитал, локус контроля, регион

## LOCUS OF CONTROL AS A COMPONENT OF THE HUMAN CAPITAL OF THE ALTAI KRAI POPULATION

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**Abstract.** *The locus of control is a multidimensional concept that reflects the degree of readiness of an individual to take responsibility for what is happening to them in different spheres of life. Currently, there is much evidence in favor of the fact that there is a close relationship between the locus of control and the human capital. The paper presents the 2020 research results of Altai Krai research, the goal of which has been to analyze the characteristics of the locus of control as a component of the human capital of the population. To assess the locus of control of the population, the method of "level of subjective control" has been used, with the help of which the severity of internality and externality of the Altai Krai population has been assessed both as a whole and depending on socio-demographic factors (gender, age, place of residence). As a research result, the authors find that the Altai Krai population possesses a reasonably high level of internality in general. The internal locus of control prevails in the sphere of achievements, industrial relations, and failures, and the external locus – in the sphere of family and interpersonal relations and the sphere of health and illness. Higher internality has been detected in women, urban residents, and older age subgroups in terms of parameters. The obtained results help identify the population groups that need to strengthen and develop human capital.*

**Keywords:** *internality, externality, human capital, locus of control, region*

Introduction. The locus of control concept was proposed by J. Rotter in 1954 as part of the development of the theory of social learning [7], after which he developed the internality-externality scale [8], based on which the "Level of subjective control" methodology was developed at the St. Petersburg Bekhterev Psychoneurological Research Institute [2]. If J. Rotter considered the locus of control as an integral indicator reflecting the degree of readiness of a person to take responsibility for what happened with them

or around them, then the creators of the “Level of subjective control” methodology presented the locus of control as a multidimensional feature, the severity of which could vary depending on the sphere of life. Therefore, in addition to general internality, the method allows one to measure internality in the context of achievements and failures, family, working, interpersonal relations, and health and illness. By internality, which is also called the internal locus of control, the authors understand a person’s tendency to attribute everything that happens to them to internal factors (own efforts and abilities). Externality, also called the external locus of control, is the desire of an individual to explain everything that happens to them by external factors (a combination of circumstances, luck, fate, and actions of other individuals).

One should note that studies of the relationship between human capital and the locus of control are currently being conducted. For example, the studies find that internals have a higher salary than externals [4]. The locus of control is also an essential factor when choosing a job search strategy. Internals search for a job for a more extended period because they do not agree to the first offers. In other words, they are more scrupulous when choosing vacancies than externals [3]. On the other hand, internality is not always an advantage since internals are less conformal and susceptible to influence and persuasion, which can play a negative role in the process of activity in some professions [1]. As V. B. Zvonovsky notes, there is a close connection between the locus of control and an individual’s financial situation [9]. More internals assess their financial situation as exceptionally favorable, and more externals who assess it as exceptionally unfavorable. S. L. Knyazev states that a strong relationship has been found between the locus of control and the quality of an individual’s life. Internals are more often characterized by a high level of satisfaction with the quality of their life, which, undoubtedly, is a factor in the formation of human capital [6].

**Methodology.** The research goal is to analyze the locus of control characteristics as one of the components of the human capital of the Altai Krai population. The authors identify the following research tasks: measuring and analyzing the features of the locus of control of the Altai Krai population and identifying the socio-demographic factors that affect the severity of internality and externality of the Altai Krai population.

For this purpose, a sociological survey was conducted in 2020 in Altai Krai, in which 573 respondents participated. The locus of control was assessed using a modified “Level of subjective control” methodology (Bazhin et al., 1984). The methodology contained seven scales: (1) general internality (from zero to 44 points), (2) internality in the sphere of achievements (from zero to 12 points), (3) internality in the sphere of failures (from zero to 12

points), (4) internality in family relations (from zero to 10 points), (5) internality in the sphere of working relations (from zero to 8 points), (6) internality in the sphere of interpersonal relations (from zero to four points), and (7) internality regarding health and illness (from zero to four points).

According to the authors' assumption, could influence the severity of internality/externality, the authors identified gender, place of residence (urban or rural area), and age of the respondents among the factors that could influence the severity of internality/externality.

Statistical processing of the obtained data was carried out using the IBM SPSS Statistics 22 package. It included an analysis of measures of the significant trend according to the questionnaire scales listed above, frequency analysis, and analysis of conjugacy tables using the criterion  $\chi^2$ .

**Results and Discussion.** The authors analyze the measures of the significant trend of the questionnaire scales for the sample. The level of the general internality of the Altai Krai population averages 25.38 points out of 44 possible, and one-half of the respondents score less than 25 points on this scale. The other half scores more than 25 points, indicating that the population of Altai Krai has an internal rather than external locus of control.

The average level of internality in the sphere of achievements among the Altai Krai population is 7.06 points out of 12 possible. The median value is seven points, indicating that the Altai Krai residents are inclined to believe that all good things they have achieved in their lives are the result of their activities and not a combination of circumstances.

The average level of internality in the sphere of failures is 6.62 points out of 12 possible. The median value is seven points. Comparing this indicator with the measurement results on the scale of internality in the sphere of achievements, one can state that the Altai Krai population is less inclined to attribute their failures to themselves than to achievements. However, the author cannot state that this difference is critical. In general, the subjective locus of control concerning negative situations and events in their lives among the Altai Krai population is not internal but also not external. People attribute their failures with equal probability to both external and internal circumstances.

The average level of internality in the sphere of family relations among the Altai Krai population is 5.37 points out of ten possible. The median value is five points. Just as in the previous case, this factor suggests that the Altai Krai population considers both themselves and external circumstances equally responsible for what happens in their family.

The average level of internality in the sphere of industrial relations among the Altai Krai population is 4.37 points out of eight possible. The median value is five points. In this case, one can note that the Altai Krai

population is characterized instead by an internal locus of control in working relations and is inclined to attach importance to internal circumstances (their abilities, professionalism) rather than external circumstances (for example, the influence of colleagues or management, luck or bad luck) when assessing their promotion (or non-promotion) through the career ladder.

The average level of internality in the sphere of interpersonal relations among the Altai Krai population is 2.32 points out of four possible. The median value is two points. One can observe that the Altai Krai population considers both themselves and external circumstances equally responsible for the successful or unsuccessful development of interpersonal relations.

Finally, the average level of internality concerning health and illness in the Altai Krai population is 2.17 points out of four possible. The median value is two points. This factor suggests that the Altai Krai population considers both themselves and external circumstances (for example, the competence of doctors) equally responsible for their health.

To assess which part of the Altai Krai population has internal and external loci of control in different spheres of life, one has converted the test scales into binary ones in such a way that the indicators below the mathematical expectation on the scale have been attributed to the external locus of control, and the indicators above the mathematical expectation – to the internal locus.

If one assesses the overall level of the internality of the Altai Krai population, almost three-quarters of respondents are characterized by an internal locus of control (72.1%), while just over a quarter of respondents (27.9%) demonstrate an external locus of control. In general, this factor suggests that the Altai Krai population is reasonably ready to take responsibility for their lives and manage the situation in which they find themselves.

A similar ratio has been found for the internality of the Altai Krai population in the sphere of achievements. Furthermore, 60.2% of the Altai Krai population attribute their achievements to themselves and not to the influence of external circumstances, while 39.8% are characterized by the opposite viewpoint and believe that what they have achieved is not entirely their merit but rather the result of external factors.

One can observe a similar pattern in the sphere of working relations: 57.8% of the Altai Krai population tend to consider their career successes or failures as a result of their activities, and 42.7% of the population- as a result of external influences.

The locus of control in the sphere of failures is located in the Altai Krai population, approximately in the middle. Therefore, 53.6% of the Altai Krai population blame themselves for their failures, and 46.4% blame -external

circumstances. Besides, one should note that an extremely high degree of development of the internal locus of control in this sphere can lead a person to neurotic behavior; external circumstances can actually cause inadequate reactions to failures since some share of failures. Therefore, in addition to the developed internal locus of control, a person must have adequate self-esteem, which will not allow them to “slide” into self-blame instead of continuing productive activities.

Externals prevail among the Altai Krai population in the sphere of family, interpersonal relations, and health and illness. Therefore, 46.6% of the Altai Krai population consider themselves responsible for events occurring in family life, and 53.4% of the population consider external circumstances to be responsible. One should note that when assessing one’s responsibility for any relationship with other people, including family relationships, another party is also an independent actor. Therefore, too high an internality level in this sphere can lead to pathological manifestations in family relations, for example, the formation of codependent relationships.

The level of internality in interpersonal relations among the Altai Krai population is approximately the same as in family relations. Thus, 54.8% of the Altai Krai population is characterized by an external locus of control in this sphere, and 45.2% is internal. Additionally, one should note that too high internality level in interpersonal relationships can lead to the same results as in family relationships.

Furthermore, finally, the highest externality was found in the Altai Krai population concerning health and illness. One can observe that 63.0% of the Altai Krai population do not consider themselves fully responsible for their health. They tend to shift this responsibility to others, for example, doctors. Conversely, 37.0% of the Altai Krai population believe that both the illness and recovery primarily depend on themselves and their actions, and external factors affect them to a lesser extent.

To analyze the relationship of the locus of control with the gender, age, and place of residence, the authors analyze the conjugacy tables using the criterion  $\chi^2$  to assess the significance of the obtained differences.

The research finds that the level of the internality of the Altai Krai population in the sphere of failures significantly varies ( $\chi^2$ ,  $p \leq 0.05$ ) depending on the gender of the respondents. According to the research results, women (57.6%) are more likely than men (48.2%) to be characterized by an internal locus of control when assessing their failures. However, men (51.8%) are significantly more likely than women (42.4%) to have an external locus of control, explaining their failures by the action of external factors.

Significant differences ( $\chi^2$ ,  $p \leq 0.05$ ) are also found in the level of the internality of the Altai Krai population in the sphere of family relations, depending on whether the respondent lives in a village or a city. The research identifies that urban resident (49.6%) are more likely than rural residents (34.8%) to be characterized by an internal locus of control in the sphere of family relations. Rural residents (65.2%) are significantly more likely than urban residents (50.4%) to have an external locus of control, explaining both their failures and successes in family life by the action of external factors.

The age differences obtained as a result of the research are in the sphere of industrial relations. The research finds that the level of the internality of the Altai Krai population in the sphere of working relations varies significantly ( $\chi^2$ ,  $p \leq 0.05$ ) depending on the respondent's belonging to a particular age group. The external locus of control in the sphere of working relations is more often characterized by the young population under the age of 29 (46.2%) than the older (31.3%) and middle (30.0%) age subgroups. On the other hand, the internal locus of control in the sphere of working relations is more common in the middle (70.0%) and older (68.8%) age subgroups than in the youth (53.8%).

The locus of control of an individual can change both during an individual's life and in entire societies due to the transformation processes occurring in them. Therefore, V. E. Gimpelson, A. A. Zudina, and R. I. Kapelyushnikov note that Russian society acquires increasingly more features of internality. Therefore, in 2020, 72.1% of respondents in Altai Krai demonstrated an internal locus of control. If in 2000 less than one-third of women and less than half of men had internality, by 2011, these indicators had significantly increased in all gender and age groups [5]. The authors' research is relatively consistent with the data obtained in the context of the discussion in terms of the increasing share of internals in Russian society.

One should note that high internality is less typical for societies that are in unstable socio-economic conditions. It is due to the fact that in such societies, not so much depends on the actions of a particular individual, and external forces exert the primary influence on human life. It can partially explain the results obtained during the research.

**Conclusions.** Therefore, having analyzed the locus of control of the Altai Krai population as a component of human capital, one can make the following conclusions.

The general level of the internality of the Altai Krai population is reasonably high, which suggests that the Altai Krai residents, for the most part, take responsibility for what happens to them. If one considers individual spheres, the internal locus of control is most evidently manifesting itself in the sphere of achievements, working relations, and failures. In other words,

the Altai Krai population takes responsibility for what happens to them in these spheres and does not consider the occurring events due to external influence. Nonetheless, in family, interpersonal relations, and in the sphere of health and illness, the Altai Krai population has an external locus of control. They assign responsibility for what happens in these spheres to external factors. This issue is especially evident in the sphere of health and illness, which creates a risk of loss of human capital in Altai Krai.

Additionally, women of Altai Krai are characterized by a higher internality in the sphere of failures, urban residents – a higher internality in the sphere of family relations, and the population aged 30 years and older – in the sphere of working relations, which indicates a more significant concentration of human capital in these subgroups.

The practical significance of the conducted research is the fact that, based on its results, one can identify the population groups that need to strengthen and develop human capital. In the future, as a development of the research topic, it is planned to conduct interregional comparisons of the level of severity of the locus of control and determine the socio-demographic factors affecting the level of its severity in the regions of the research.

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## ИССЛЕДОВАНИЕ ТОЛЕРАНТНОСТИ У КЫРГЫЗСКИХ ШКОЛЬНИКОВ

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**Аннотация.** Толерантность – это ценность и социальная норма гражданского общества, проявляющаяся в праве всех граждан быть различными, она выражает способность установить и сохранить единство с людьми, отличающимися от нас в каком-либо отношении. Цель исследования заключалась в изучении профессиональной, религиозной и возрастной толерантности у кыргызских старшеклассников, обучающихся в одной из гимназий Бишкека ( $n = 48$ ), и определении возможностей развития толерантности с помощью психологического тренинга.

**Ключевые слова:** толерантность, интолерантность, толерантность к профессиям, толерантность к религиям, толерантность к возрасту

### STUDY ON TOLERANCE AMONG KYRGYZ SCHOOLCHILDREN

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**Abstract.** Tolerance is the value and social norm of civil society, manifested in the right of all citizens to be different, it expresses the ability to establish and maintain unity with people who are different from us in any way. The aim of the study was to study professional, religious and age tolerance among Kyrgyz students at one of Bishkek's gymnasiums ( $n = 48$ ), and to identify opportunities to develop tolerance through psychological training.

**Keywords:** tolerance, tolerance to professions, tolerance to religions, tolerance to age

Появление в научной литературе нового термина «толерантность», относящегося к сфере человеческих взаимоотношений, всегда отражает очень серьезные процессы, происходящие в обществе. Толерантность подготавливает изменения в системе межличностных отношений, способствует позитивному взаимодействию, обогащению личности юного человека новым и иным культурным достояниям, новому социальному опыту. Толерантность – это ценность и социальная норма гражданского общества, проявляющаяся в праве всех граждан быть различными; обеспечении