**Annotations and key words   
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**PHILOSOPHY**

Svetlana R. Dinaburg The problem of conceptualizing the phenomenon of practice in the context of transdisciplinary strategies of post-non-classical science

*Annotation:* The difficulty of identifying the sustainable content of the concept of practice is due to the diversity of its application in various areas of social knowledge and the humanities in a changing world. Approaches to the definition of the notion of practice based on the principles of classical scientific rationality interpreted this phenomenon within the framework of certain concepts. From the standpoint of modern pluralism, classical concepts of practice expressed their specific content within local boundaries and presented only a few aspects of practical human activity in the dynamics of social relations. Philosophical concepts and social theories explaining the nature of practice have long remained disciplinarily isolated de facto, not revealing their potential. The modern use of the concept of practice is universal but highly uncertain, and in fact it is associated with any life activity. The task of detecting semantic differences and attempts to synthesize universal contents of practical activities rooted in culture and having a specific historical significance is carried out based on the principles of the transdisciplinary approach. This approach is focused both on the integration of tools developed by various disciplinary areas and communication strategies aimed at developing common solutions in situations of conflict of interests and disagreement. In this regard, the possibilities of the research style called the «theory of practices», based on the ideas (developing the concept of L. Wittgenstein) of the background nature of the practices and the potential revealing those (justified by M. Heidegger), are considered. The principle of problematization (according to M. Foucault) of the diversity of the definition of practices for identifying common issues is shown in connection with communication strategies in post-non-classical practices. The practice-oriented approach allows us to perceive the practices as social structures which link subjective positions of the practitioner and the researcher. The interconnection of practices and the possibility of their communication in a self-organizing development are shown through the example of phenomena in philosophical practice and psychotherapy in integral social space.

*Key words*: practices, theory of practices, everyday life, revealing the nature of practices, background practices, transdisciplinarity.

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Galina S. Pak, Timur M. Khusyainov «The right to disconnect» as a response to the expansion of work during non-working hours: who will use it

*Annotation:* In the conditions of the world wide web, modern information and communication technologies, professional activity has penetrated into the non-working hours and the private life of an employee. The modern trend of protection of the «Right to disconnect» in foreign labor legislation attracts attention of modern researchers. The right gives an employee an opportunity not to respond to messages and calls related to work during his non-working hours. Similar rules exist in France and Germany and are being formed in the United States. However, the modern «Risk Society» leaves its imprint, and not every person has the opportunity to use his «Right to disconnect», being forced to agree to any conditions, including precariat. Concerning is the fact that not every employee is ready to refuse from the «Connection», because he wants to continue working during non-working hours for various reasons. Motivation depends on what sense an individual implies in his actions. In modern Russia, the «right to disconnect» is analyzed in the context of life purpose strategies. Employment is characterized today as atypical, premature, unstable. In these conditions, a person’s intention of self-improvement, laid down by the era of modernity, during «the turbulent times» turns into constant movement, a state «in between». The research shows that for a transitional individual and a follower of the morality of success, the «right to disconnect» does not fit into their life strategies. A «barbarian», for whom work is an obligation, dreams of «the right to disconnect». For creative individuals, «the right to disconnect» is a necessary condition for their creative being. The future of mankind depends on the ratio of «barbarians» and «creators».

*Key words:* non-working time, working hours, right to disconnect, informatization of labor relations, practical philosophy, transient ethics, moralityof success, creativity.

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Olga V. Khlebnikova Influence of moral presumptions of capitalist gestalt on the modern communicative practices

*Annotation:* The article explores the moral presumptions of modern capitalist gestaltin the context of their influence on the existence of communicative practices. The term «capitalist gestalt» is understood as a special set of basic ontologizing attitudes of the modern consciousness of capitalism. Those are interpreted in the paper through the prism of poststructuralism and postmodernism. In this context, the illegitimacy of the fundamental transcendental references, the «naturalness» of the man’s moral right, the relevance of formal rather than substantial morality and the reduction of humanity to the pure proceduralityof the ordinary serve as the initial grounds for reasoning about morality. The most important moral presumptions of the modern capitalist gestalt include the implicit self-worth of economic logic and the importance of recursion of social changes. The capitalist gestalt assumes identification of rationality in general with the principles of the existence of precisely economic rationality, transforming the latter into the only variety of logic being morally permissible. This transformation forces the modern man to exist as a mechanical element in the universal structure of the desire machine, which is declared to be his free moral choice. This state of affairs sets the general direction of all relevant communicative practices.The development of capitalism also constantly requires constituting recursion of social changes, outside of which it would not only cease to be possible but would also lose the right to the ideological claim of moral superiority over other types of socioeconomic organization. Capitalism needs permanent, but programmable and directed, changes in the landscape of reality as in the most important mechanism of its survival. Such changes serve as a leading agent in intensifying the process of the ontological Good formation against the backgroundof total multiplication of capitalist profit.The most important effect of the capitalist gestalt, affecting any modern communicative practice, is producing a neurotic experience of the illusion of usefulness of one’s own being in every person.

*Key words*: morality, communicative practice, capitalist gestalt, economic logic, daily life, desire machine, recursion of social changes, neurotic experience.

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Yuriy A. Panasenko Phenomenological designing of intersubjective lifeworld of military service in the context of background practices

*Annotation:* The paper examines the phenomena of «inscription» and «readiness-to-hand» in the «lifeworld». The author uses the basic definition of the «lifeworld» as the world of the natural attitude of consciousness, the cumulative characteristic of the individual’s being. The material of the research is the lifeworld of military service. Three social levels of military communication are identified and linked with background practices. The process of the phenomenological designing of the intersubjective lifeworld of military service, emanating from the three basic definitions of the lifeworld, is described. It is possible to perceive new aspects of the culture of military service in the context of intersubjectivity as the most important conceptual innovation of social phenomenology. The concept of intentionality is considered in relation to the concept of intersubjectivity. The communicative-semantic approach to the analysis of the social world within the framework of social phenomenology is presented. Special attention is paid to characteristic features of objectivity and intentionality. The designing of the lifeworld of military service is performed with three main factors, such as consistency, a stable chain of basic values, and diachronic-synchronous maintenance of basic values, being considered. The values employed to sustain the integral structure of the lifeworld of military service have been determined. The connection between the phenomenon «culture of military service» and culture and profession is analyzed.

*Key words*: phenomenology, institutionalization, intersubjectivity, lifeworld, military service, intentionality, objectivity, «inscription», « readiness-to-hand», background practices.

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**PSYCHOLOGY**

Oleg V. Kropovnitsky Correlation of cope-strategies, locus of control and motivation of achievement at managers

*Annotation:* The article focuses on the theoretical and empirical analysis of the concepts of coping strategy, locus of control (internality-externality), and achievement motivation. Different points of view on coping strategies are considered, as well as achievement motivation and internality as professionally important characteristics of managers of the real sector of the economy. The structure of the interrelation between socio-psychological characteristics and coping strategies of managers is revealed. The correlations between coping strategies, locus of control, and achievement motivation have been studied. The results of the study of the relationship between coping strategies, locus of control and achievement motivation among managers made it possible to draw the following conclusions. Firstly, the higher the level of motivation for success, the greater the likelihood is that a person will use such coping strategies as planning of a solution to the problem, positive reassessment and problem-oriented coping. Secondly, the higher the level of motivation for avoiding failures, the more likely it is that a person, in the process of coping, will resort to such strategies as distancing, escape-avoidance, emotionally-oriented coping. Thirdly, the higher the level of the internal locus of control, the greater the probability of using such coping strategies as problem-solving planning, positive reassessment, and problem-oriented coping. Finally, the higher the level of the external locus of control, the greater the likelihood is of using such coping strategies as distancing, flight-avoidance, emotionally-oriented coping.

*Key words:* coping strategy, achievement motivation, internality, externality, locus of control, responsibility, adaptability, disadaptation, managers.

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Natalya A. Rudnova Self-regulation’s characteristics of activity as factors of procrastination

*Annotation:* The author regards self-regulation as a significant personality characteristic which plays one of the leading roles in different kinds of activity and determines results. At the same time, procrastination viewed as postponing of planned actions until a later date reduces effectiveness and success. This study aims to clarify the relation between self-regulation and procrastination. The purpose is to prove that self-regulation components are the predictors for procrastination. The data was collected from 2017 to 2018 via the Internet by means of the survey service SurveyMonkey. The sample consists of 541 persons, the age of the participants of the study varies from 17 to 60 (M = 24.33; SD = 6.96), 59.3 % of them being women. The scale of general procrastination by C.H. Lay and the questionnaire «Style of self-regulation of behavior», developed by V.I. Morosanova were used. The results of theoretical analysis prove the validity of the hypothesis. Data analysis shows that the lack of development of self-regulation components stimulates procrastination. In addition, the level of procrastination was found to be connected with sex of the respondents.

*Key words:* activity, procrastination, self-regulation, planning, modeling, programming, evaluating of results, plasticity, self-dependence, sex differences.

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Dmitry V. Pishchalnikov, Yulia L. Nyrkova, Natalya A. Rudnova, Lidiya V. Sokruta, Alexander Yu. Vnutskikh An integrated approach to examine of labour productivity: actual state and perspektives of research

*Annotation:* The problem of low labour productivity is a «chronic» problem for Russia. At the same time, some Russian enterprises increase productivity successfully implementimg to the «rational model of labor relations» implementation. The authors assume that the problem of increasing labour productivity is transdisciplinary, and psychology of personality and social psychology should play a significant role in finding the solution to this problem. The working hypothesis of this research is that there are statistically significant differences in personality traits and professional motivation that determine the specific style of activity of employees of enterprises with different labour productivity. In order to test this hypothesis the authors did a study in the summer–autumn of 2018 at two industrial enterprises of the Perm Krai. The study has showed that there are practically no significant differences between the personality traits of the employees who work at the enterprises, and the levels of labour productivity. The only exception is the factor «Openness to Experience» that makes a distinction between the employees of enterprises which might be attributed to specificity of the production processes at these two plants and also to specificity of the sample. It is possible that absence of significant differences between the personality traits of the employees of these enterprises evidences that labour productivity is mainly determined by specific social ties in professional groups. So, the first version of the working hypothesis is not confirmed. It is possible that assignment of roles and responsibilities, as well as the styles of communication and administration are the predictors of labour productivity.

*Key words:* psychology of work, labour productivity, Perm Krai, rational model of employment relations, individual style of activity, personality traitsof employees

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**SOCIOLOGY**

Igor A. Germanov, Yulia S. Markova The social capital of workers of russian industrial enterprises as a resource of modernization development

*Annotation:* To date, a wealth of scientific material has been accumulated in the study of the phenomenon of social capital, its constituent elements, its influence on social practices and spheres of people’s activities. However, empirical studies of the social capital of industrial workers in Russian science are rare. This study is based on the materials of a formalized survey of workers at one of the largest industrial enterprises in Perm Krai. The article describes the influence of social capital on industrial behavior, as well as the initiation and promotion of innovations. With the use of cluster analysis, two groups have been distinguished within the staff of the organization, which significantly differ in the indicators of development of the main components (cognitive and structural) of social capital. It is shown that the first cluster consists of workers of high social capital. They are oriented towards mutual assistance, mutually beneficial cooperation, strong initiative at work, and are also included in broad social networks and maintain deep, trusting relationships with a relatively large number of colleagues. The second cluster of workers is characterized by low social capital. They are much less focused on collectivism, mutual assistance, and initiative. Moreover, they establish social interactions and deep social ties with just a small number of colleagues at work. Workers with developed social capital have better conditions for obtaining collective knowledge. They are more inclined to observe labor discipline, have stronger motivation to achieve high product quality and initiative to create innovations. High social capital contributes to the improvement of the professional efficiency of workers in the industrial sector, thereby exerting a positive influence on the modernization development of the organization.

*Key words:* social capital, social networks, norms, values, workers of industrial enterprises, innovations, modernization development.

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Ludmila A. Khachatryan, Ekaterina M. Korobkina Management practices for strengthening of inter-national consent at the regional level (the case of the Perm krai)

*Annotation:* Modern society is a society formed as a result of numerous changes that occurred in the world at both global and national levels. It includes many ethnic entities organized into a complex ethnic and social structure. This article analyzes the practice of management of cross-national relations in Perm Krai with the aim of strengthening the interethnic harmony. Perm Krai, just like the whole Russian Federation, is characterized by polyethnicity. While some ethnic groups have been living and developing for a long time within Perm Krai, others regard the region as a temporary place of refuge. Constant complication of the national structure and interethnic relations requires an appropriate policy that can ensure the inter-ethnic harmony. The aim of the article is to study administrative practices for achieving the interethnic harmony at the regional level, since it is at the regional level that unique administrative decisions are being developed and implemented to resolve interethnic problems and prevent conflicts on national grounds. The Perm region has accumulated a wealth of experience in the area of development and harmonization of cross-national relations, which was highly appreciated at the all-Russian level. Management practices for implementing the tasks set out in the Strategy of the State National Policy in the Russian Federation for the period up to 2025, Perm Krai has developed six targeted programs for the development and harmonization of interethnic relations. This experience is of interest for specialists in the management of social and interethnic interaction, achievement of the inter-ethnic harmony in society.

*Key words:* ethnos, Perm Krai, national relations, polyethnicity, interethnic interaction, harmonization of interethnic relations, management practices, target complex program.

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Anna A. Zakharchenko, Victor V. Pit Regional features of commuting labor migration in the Ural Federal District (on example of the pilot research)

*Annotation:* The modern world and its challenges are requiring greater mobility of labor force. Labor mobility and the phenomenon of circular migration are becoming an increasingly important economic and social instrument. The Russian labor market is characterized by the formation of its relatively new type of labor mobility, which is going to meet the requirements of the modern economy and contribute to the flexibility of the market. Consideration of the current commuting labor migration makes it possible to assess, among other things, some important aspects of the socioeconomic situation in the regions of Russia. The article considers the phenomenon of circular labor migration and features of its manifestation in the Ural Federal District. The data representing the empirical base of the research was obtained by means of a questionnaire survey conducted among the population of six cities and towns of the Ural Federal District in the Sverdlovsk, Tyumen and Kurgan regions. The pilot research was conducted in the second half of 2017 by the Scientific-Technical Center a «Perspective» as part of the research project «Locality of Labor Markets of Russian Cities» with the support of the Russian Foundation for Basic Research. The findings allowed us to draw a conclusion on the demographic characteristics and age-sex structure of circular labor migrants in the region, on the frequency and causes of migration, as well as to identify the main areas of employment typical of those involved in circular migration. In general, the research results made it possible to identify the regional features of the circular labor migration and to characterize the general vector in the development of the phenomenon. The paper substantiates the need for further in-depth study of circular labor migration and its features in the regions with a view to structuring this phenomenon, revealing its functional orientation and efficiency.researchers focused on issues of life quality and social participation of persons with disabilities.

*Key words:* circular labor migration, mobility, employment, labor resources, region.

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Ekaterina G. Luzyanina, Olga I. Borodkina Social risks of including international labour migrants in the host community

*Annotation:* International migration is a complex socio-economic process that affects all areas of the society. Russia belongs to the group of world leaders in the number of international immigrants. Most of the labor migrants arrive in Russia from the CIS countries; and in varying degrees, each of them has to face problems of inclusion in the host society. In this article, the process of integration of international immigrants is discussed primarily from the perspective of obtaining and changing their legal status. The analysis of regulatory legal acts, as well as the results of expert interviews conducted with managers and specialists of non-governmental organizations working with migrants, revealed the main barriers for the inclusion of migrants in the host community, as well as the necessary conditions for the successful integration of migrant workers. According to experts, many international migrants are forced to be outside the legal field; one of the reasons is the underdeveloped infrastructure of social institutions that provide services for migrants at all stages of their integration, starting with obtaining the documents necessary for staying in Russia. Moreover, even legal migrants regularly face violations of their labor rights (the absence of an employment contract, pay discrimination, exploitation), which also make difficulties to their inclusion in the host society. The Russian migration policy is focused on the integration and adaptation of international migrants, but this process can be effective only when based on interaction of state structures, local governments, employers, representatives of diasporas, and non-profit organizations.

*Key words:* international migration, labor migrant, integration, adaptation, legal status, community.

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