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PERSONAL QUALITIES IMPORTANT FOR THE PROFESSIONAL ACTIVITY OF THE MODERN MIDDLE LEVEL MANAGER

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The modern management system, along with rapid changes in socio-economic conditions, also makes special demands on the middle level manager. The conducted research works provide an opportunity to state that conscientiousness, self-regulation of behavior, and creativity are important personal qualities for a modern middle level manager.

Key words: *modern manager, middle level, personal quality, professional activity, efficiency of activity.*

From the point of view of ensuring the effectiveness of activities in the modern management system, the middle level of management is important, which is a unique connecting level between performers and higher level managers. The peculiarity of this level of management lies in the fact that the middle level manager is the organizer and supervisor of the process of implementation of decisions and actions taken by high-level managers. From this point of view, the requirements to the personal qualities of the middle level manager are also specific, due to the dual nature of the activity: on the one hand, he is a manager, on the other, an performer. Key in this chain is the expression of a unique combination of personal qualities important for professional activity, which will enable effective functioning in the conditions of the dual nature of the activity. We believe that, in addition to the availability of professional knowledge, the efficiency and high performance of the middle level manager's professional activity is largely determined by the expression of the mentioned psychological qualities. It is important to understand that in the context of changes in time and the requirements for the manager's activity, what kind of requirements are currently made to the personal qualities of a middle level manager, and what ratio of these qualities is an important factor for the effective implementation of a person's managerial activity. In the professional literature, the researches of the important professional psychological qualities of the manager were aimed at revealing the relationship between the efficiency of the manager's activity and personal qualities (according to the Big Five). The results show that managers with low levels of nervousness are more effective [3]. In the framework of another approach, among the personal qualities, vigor, external attractiveness, confidence in one's own decisions and oneself, purposefulness, sense of size, activity, demandingness, critical approach, flexibility, creativity, developed intuition, striving for personal growth, sense of humor are distinguished [1]. We come across an interesting analysis of the manager's personal qualities by A. Urbanova, who singles out intelligence, initiative and practical activity, self-confidence, the ability to perceive the situation in a broad context as the most characteristic qualities of a manager [2]. Thus, it becomes obvious that both the manager's personal characteristics and the requirements for cognitive processes, intellectual sphere, and abilities are distinguished. The research carried out by us was aimed at understanding in this context what are the personal qualities characteristic of a modern middle manager. The study of personal qualities important for the professional activity of middle level managers was carried out using the testing method. 200 middle level managers from public and private sectors were included in the research group. The research was carried out with Kettel's personal questionnaire, which made it possible to find out in the research group one or another expression of 16 personal qualities, which are justified in the professional literature as important for professional activity. The research was carried out by testing small groups, the obtained results

were subjected to mathematical-statistical analysis. As a result of the conducted analysis, it became obvious that in modern conditions among middle-level managers, conscientiousness and behavioral control are highly expressed. They are characterized by a high sense of duty and responsibility. Balance and stability are characteristic. High behavioral control implies middle level managers goal orientation, willpower, and developed ability to regulate their emotions and behavior. The obtained results give an opportunity to talk about the fact that the modern middle level manager is most characterized by conscientiousness and control of behavior, which provide an opportunity to demonstrate goal-oriented, decisive, flexible behavior in the decision-making process during the activity, confidently solve the assigned problems, demonstrate responsibility and stability in professional activity in situations that require difficult, fast solutions due to their specificity. The results of our another research state that creativity is also characteristic of middle level managers: it is above average among middle level managers[4]. It means that we can talk about such important professional qualities of a modern middle level manager as conscientiousness, control of behavior and creativity.

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DOES HOME ATTACHMENT AFFECT THE PSYCHOLOGICAL WELL-BEING OF STUDENTS WHEN THEY LEFT HOME FOR A STUDY PURPOSE? EVIDENCE FROM TWO STUDIES AMONG ARMENIAN STUDENTS

This work was supported by the RA Science Committee and Russian Foundation for Basic Research (RF) in the frames of the joint research project

SCS 20RF-164 and RFBR 20-513-05014 accordingly.

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The relationships between students' home attachment and psychological well-being, negative emotional states were studied taking into consideration the motivation to move away from home for study purpose. Results suggest that home attachment is an important factor in alleviating negative emotional states, which helps to maintain a sense of psychological well-being, but this can be the motivation for not moving from home for study purpose.

Keywords: *home attachment, psychological well-being, negative emotional states, young adults, professional development.*

The development in young adulthood is crucial: this period brings new challenges for young people by expanding possibilities and making the life choices (professional development, engagement in romantic relations and family formation, choosing lifestyles and political/civic positions, etc.) [4]. Particularly, professional self-determination and professional development often bring the necessity for young adults to move away from the birthplace and home. Various studies indicated that home or place attachment was an important factor for different aspects of well-being [1,5,6,7,9]. Our previous study found that home attachment and psychological well-being were significantly interrelated, and this was typical for Armenian students, unlike Russian students [3]. Our findings suggest that the relationship between home attachment and psychological well-being has a cultural specificity, which means that socialization and social practices might have influence on experience of home attachment. Does home attachment determine young adults' psychological well-being when they have to