

Dmitry Yunik.

**THE BARRIER-STABILITY OF PERSONNEL MANAGERS AS A
PARADIGM OF PSYCHO-PEDAGOGICAL SCIENCE**

The barrier-stability of personnel managers as a paradigm of psycho-pedagogical science is reviewed in the article. The author characterizes the aggregate of theoretical and methodological positions of the psycho-pedagogical science about the barrier-stability of personnel managers according to the theories of:

- general physiological resistance;
- psychological stability;
- emotional stability;
- emotional-volitional stability.

The essence of the barrier-stability of personnel managers is reasoned there. The investigational phenomenon is treated as not innate, but rather as purchased integral property of the individual, which ensures their optimal interaction with the external environment in conditions of the negative impact of various stressors. This is due to the preservation of physiological stability without the inclusion of the reserve forces of the body.

The specific of conscious and unconscious evaluation of own behavior and its influence on the professional activity are described in the article.

The thought that conscious evaluation of an own behavior managers personnel is carried out by comparison of the characteristics of the attributes of control with their imaginary samples is proved there.

If the difference between them is found the state of health begin deteriorate.

The unconscious evaluation of their own behavior by personnel managers has less negative influence on the adaptation process than the conscious evaluation.

The conscious experience of consequences of the evaluation of their own behavior by personnel managers has a few features, such as:

- comprehensive characterization of the sign of emotions;
- evaluation of the links between emotions and its stimuli;
- understanding the links between emotions and actions to which they

encourage.

The dependence of the barrier-stability of personnel managers on the adaptation to action of internal and external factors and self-regulation of their psycho-physiological sphere.

There are three variants of interaction of the organism with the external environment in the process of adaptation to emotional conditions:

1) the superiority of personnel managers over the environment, which provides optimal functioning of their biosystems;

2) the domination of balance between personnel managers and an environment, which provides the retention of optimal condition on the cognitive-physiological level;

3) the superiority of environment over the personnel managers, which is the reason of excessive emotional stress or depression and disorganization cohesion of decision making.