

**"THE INFLUENCE OF CORPORATE AND GROUP TRAININGS ON THE
DEVELOPMENT OF AFFILIATION MOTIVATION IN ADOLESCENTS:
MECHANISMS, OUTCOMES, AND PSYCHOLOGICAL ASPECTS OF SOCIAL
BELONGING"**

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Annotation: This article examines the outcomes of corporate training in the context of developing affiliation motivation among adolescents. The study demonstrated that the motivation for belonging occupies a central position in the structure of adolescents' activity and personal development. Each level of belonging motivation correlates with the degree of formation of adolescents' social representations and their ability to adequately reflect these representations in interpersonal relationships, that is, to align them with objective social reality.

Key words: Motive, affiliation, psychological research, program effectiveness, corporate training, measurement, identification, study.

Developing and implementing a program to foster affiliation motivation in adolescents is essential for improving the effectiveness of the educational process. Based on scientific data and findings from our research, we created a "model for developing the affiliation motive in adolescents."

The affiliation motive in adolescence manifests itself primarily as a desire for cooperation, the need to establish and maintain positive interpersonal relationships, and the desire to effectively utilize available communication opportunities. Therefore, the systematic study and development of this motive is a key task for modern society, which strives to develop socially mature and harmonious individuals.

In general, research devoted to understanding, explaining, and scientifically substantiating the affiliation motive in adolescents, as well as identifying the tasks associated with its development, can be roughly divided into several areas. Representatives of various scientific schools analyze the affiliation motive based on their own theoretical and methodological positions and arrive at appropriate conclusions about its essence and significance for adolescent personal development. In conducting our research, we relied on scientific and theoretical principles developed within these areas and used them as a methodological basis.

Determining the affiliation motive in adolescents is considered not only as a set of individual psychological processes but also as a characteristic of the social-subjective essence of the individual, integrated into a holistic developmental system (B. G. Ananyev, K. K. Platonov, E. V. Shorokhova, V. S. Merlin, and others). This approach interprets each adolescent as a bearer of integrative actions and characteristics aimed at their individual and social development. In a certain sense, this theory emphasizes the need to develop a set of methods focused on studying

the determinants of harmonious personality development and activity within a specific hierarchical system.

Considering the motive of belonging as a result of the individual's interaction with the social environment and its needs, researchers note that all "external" social stimuli contribute to the manifestation and development of the individual's "internal" psychological potential. It is for this reason that a person actively interacts with the surrounding social and objective reality (L. S. Vygotsky, L. I. Bozhovich, A. V. Filipov, A. V. Petrovsky). Interpersonal relationships, behavioral characteristics, and psychological processes, determining the effectiveness of life activities and the success of an individual's social development, perform an important regulatory function.

The motive of belonging is considered a factor in ensuring and developing the effectiveness of individual psychological functioning and activity in adolescents (E. A. Golubeva, V. D. Nebilitsyn, E. A. Klimov, N. S. Leites, B. R. Kadyrov, V. A. Bogdanov, B. M. Teplov, and others). Adolescent activity is studied not only through the prism of social conditions but also through an analysis of the pedagogical and psychological characteristics of development. It is emphasized that activity serves as the fundamental mechanism for the manifestation of personality and intellectual development in adolescents. Our scientific, practical, and empirical findings regarding the study of the specifics of adolescent activity through the criteria of the affiliation motive are based on the methodological principles of this approach.

The interpretation of adolescent activity as a process based on socio-psychological patterns and possessing emotional and motivational content (G. M. Andreeva, V. V. Kotlin, A. A. Bodalev, V. S. Merlin, Ya. L. Kolominsky, I. S. Kon, E. A. Anufriev, L. I. Antsiferova, G. B. Shumarov, V. A. Tokareva, A. A. Fayzullaev) suggests that the product of an adolescent's individual activity represents a combination of socio-historical, socio-psychological, and cultural aspects. These aspects are mastered and manifested in behavior provided a sufficient level of motivation, including affiliation motivation, has been developed. Our research has established that the motivation for belonging plays a key role in the structure of adolescent activity and personal development. Each level of belongingness correlates with the degree of development of their social representations and their ability to adequately reflect them in interpersonal relationships, that is, in accordance with the social phenomena of objective reality.

There is currently no doubt that healthy adolescents possess a relatively stable psychological state and adequate motivation. One of the most important tasks of modern psychology is to scientifically substantiate the origins of these motives, study the dynamics of their development and influence on performance, and enrich psychological science with empirically and theoretically verified data using modern research methods.

As noted previously, analyzing affiliation motive indicators, taking into account specific socio-psychological factors, has a significant impact on the socio-psychological development of adolescents. Regional and age-specific characteristics, which can modify the manifestations of the affiliation motive, must also be taken into account. To this end, studies were conducted to collect empirical data on affiliation motive indicators in adolescents in the early and late stages of adolescence, analyzing their psychological adaptation capabilities and defense mechanisms. The primary objective of the study was to systematize the data obtained and interpret them in the context of modern socio-psychological requirements.

Naturally, it is impossible to fully cover the entire spectrum of affiliation motive manifestations within a single study. Nevertheless, this paper attempts to examine and analyze affiliation motive indicators based on predetermined criteria developed in accordance with the objectives of the study. Based on the results obtained, appropriate conclusions are drawn and practical recommendations are formulated aimed at developing and maintaining the affiliation motive in adolescents. Using theoretical and experimentally substantiated principles, we studied the activities of adolescents (5th and 9th grade students) in rural and urban comprehensive schools. Each result was recorded in a system of criteria and scores developed specifically to enable comprehensive analysis. This system allowed us to:

- identify the course of the affiliation motive process in adolescents and the factors influencing it;
- determine the levels of adolescent affiliation motive in various social situations;
- assess personal qualities associated with affiliation motive;
- analyze adolescent motivation, taking into account emotional intelligence, empathy, and self-confidence, which form the basis of emotional self-esteem;
- identify individual characteristics of adolescents and behavioral motivation patterns that contribute to the formation of affiliation motive;
- assess the influence of dynamic characteristics, social maturity, social courage, emotional stability, sociability, and emotional instability on affiliation motive indicators;
- analyze the socio-psychological harmony between the motive of belonging and the speech, communication and interpersonal relationships of adolescents.

All results in the above areas were systematized and analyzed in a unified manner in accordance with the purpose of the study. Oral and written information obtained from respondents was processed in accordance with the study objectives.

The following specific objectives were addressed during the study:

1. It was established that the formation of the affiliation motive, considered as the object of study, depends on individual psychological factors, including sociability, emotional stability, social maturity, interpersonal relationships, and self-control.
2. All students in grades 5 and 9 were combined into a single group to simplify the analysis of empirical data and ensure comparability of results.
3. When analyzing indicators of affiliation motive, the activity of each teenager and the characteristics of pedagogical and psychological relationships within the group were taken into account, which contributed to a more accurate identification of patterns in the formation of the affiliation motive.

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