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**SOCIO-PSYCHOLOGICAL FACTORS OF TERRITORIAL MOBILITY
OF CIVIL SERVICE MANAGERS AND SPECIALISTS**

5.3.5. Social Psychology, Political and Economic Psychology
Abstract of the dissertation for the degree of
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Relevance of the Research Topic

The contemporary world, transformed by information exchange systems and continuously advancing transport technologies, has undergone what has been termed the “mobility turn,” which has led to the transformation of numerous social structures and modes of interaction among them. The high dynamics of socio-political processes are producing changes in social landscapes, which affects the quality of functioning and life in regions — including reductions in the available labor force and uneven distribution of professionals relative to existing vacancies. In the system of civil public service, this problem is particularly acute, as staffing disparities lead to the unsynchronized execution of large-scale administrative tasks.

One proposed solution to this problem is the relocation of civil servants to different regions for residence and the execution of professional duties.

This approach simultaneously addresses the issue of “career dead ends” encountered by civil servants. Accordingly, the study of **socio-psychological factors** contributing to the territorial mobility of civil service managers and specialists is of considerable relevance.

State of Research on the Dissertation Topic

Initially, the phenomenon of mobility was conceptualized as a social effect manifested through changes in social status arising from relocation, changes in employment and professional relations, educational transitions, and shifts in social interaction networks; this effect was designated “social mobility.” The mechanisms through which such movement occurs were identified as “forms of horizontal mobility.” Subsequently, the need to study each type of mobility as an independent phenomenon became evident, including the phenomenon of “territorial mobility,” since it underlies several other forms of mobility.

Nevertheless, it remains unclear what socio-psychological profile characterizes an individual capable of deliberate territorial mobility as an active life choice rather than as a forced measure. Empirical studies addressing the psychological factors of territorial mobility among representatives of different professions and varying levels of authority remain virtually absent.

The research problem is defined by the following contradictions:

- between the need of the public administration system to resolve staffing challenges and the absence of a clear understanding of the psychological content and structure of territorial mobility;
- between the need to enhance territorial mobility among civil servants and the lack of approaches to studying the psychological aspects of its development.

The necessity of resolving these contradictions defines the research problem, which consists in identifying the **socio-psychological factors** of territorial mobility among civil service managers and specialists.

Research Objective

The **objective** of the research is to identify the socio-psychological factors of territorial mobility among civil service managers and specialists.

Research Objectives

- To analyze theoretical approaches to the study of mobility.
- To provide an essential characterization of the content and structure of territorial mobility.
- To develop a theoretical framework for the complex of socio-psychological factors of territorial mobility.
- To identify differences in socio-demographic factors across different levels of territorial mobility.

- To identify differences in the expression of personal qualities among civil service managers and specialists with varying levels of territorial mobility.
- To identify the motivational characteristics of civil service managers and specialists with varying levels of territorial mobility.

Object: territorial mobility of civil service managers and specialists.

Subject: socio-psychological factors of territorial mobility of civil service managers and specialists.

Theoretical and Methodological Foundations

The theoretical and methodological basis of the study of socio-psychological factors of social mobility comprises the principles of development, determinism, and systemic analysis (S.L. Rubinstein, A.A. Bodalev, V.D. Shadrikov, B.G. Ananyev, P.K. Anokhin, L.I. Antsyferova, A.V. Petrovsky, et al.). The integration of these core philosophical-methodological principles presupposes examining territorial mobility as a dynamic process evolving over time under the influence of both external (socio-demographic) and internal (personal) factors (A. Furnham, S. Bochner, K. Oberg, T.L. Smolina, T.Yu. Artyukhova, S.V. Peryshkova, V.I. Pozdnyakova, N.V. Baturina, V.V. Vyatkina, M. Jokela, Sh. Oishi, et al.).

This framework provides the logical foundation for the research and enables the identification of the complex of socio-psychological factors underlying territorial mobility.

Empirical Basis of the Research

Sample: 1,521 participants — managers of various levels within public authorities and organizations, state corporations, and commercial organizations; aged 27 to 57 years, including:

Male respondents — 856 persons, mean age 40 years;

Female respondents — 665 persons, mean age 40 years.

Reliability and validity of the research findings were ensured by the foundational methodological principles, theoretical substantiation, diversity and reliability of the methods employed, representativeness of the sample, and mathematical processing of the obtained data using the SPSS statistical package.

Propositions Submitted for Defense and Constituting Scientific Novelty

- Territorial mobility is a form of social mobility reflecting an individual personality characteristic, manifested in the number of relocations to another region for an extended period for the purpose of fulfilling professional, educational, or other life objectives.

Proposition 1 submitted for defense corresponds to Items 17 and 2 of the Passport of Scientific Specialty 5.3.5. Social Psychology, Political and Economic Psychology.

- The essential content and structural characteristics of territorial mobility are conditioned by a set of socio-psychological factors — socio-demographic characteristics, personal qualities, and motivational features — and are defined by varying levels of expression, each of which is associated with its own characteristic socio-psychological factors.

Proposition 2 submitted for defense corresponds to Items 17 and 2 of the Passport of Scientific Specialty 5.3.5. Social Psychology, Political and Economic Psychology.

- Socio-demographic factors are closely interrelated with levels of territorial mobility expression.
- The proportion of highly mobile *men* is 17%, compared to 7.5% among *women*, indicating that men demonstrate territorially mobile behavior 2.3 times more frequently.

- No differences were found in *marital status* among respondents with varying levels of territorial mobility. Likewise, no differences were found in *number of children* between highly mobile and non-mobile respondents.
- The highest proportion of employees with a high level of territorial mobility is found in the subgroup of *senior-level managers* (26.9%).
- Among employees of federal and regional executive authorities, high territorial mobility is characteristic of 11.8–12% of staff; a greater proportion of territorially mobile employees is observed in state corporations and corporate universities.

Proposition 3 submitted for defense corresponds to Item 17 of the Passport of Scientific Specialty 5.3.5. Social Psychology, Political and Economic Psychology.

- Differences in the expression of personal qualities were examined across managers of various levels and specialists in the civil service with varying degrees of territorial mobility.

Differences across levels of territorial mobility are observed in the following personal qualities: highly mobile respondents differ significantly from non-mobile and singly mobile individuals in the expression of risk-readiness, internality, and self-acceptance; the expression of leadership qualities increases proportionally with the level of territorial mobility.

Differences in communicative competence were also identified: respondents with a single experience of territorial mobility rated their communicative competence significantly higher than non-mobile respondents; however, no significant differences in communicative competence were observed between highly mobile and other respondents.

No influence of teamwork ability on the level of territorial mobility was identified.

Male civil servants: levels of leadership, self-acceptance, and risk-readiness are significantly lower in non-mobile respondents compared to singly mobile and highly mobile ones; internality is significantly higher in highly mobile respondents compared to non-mobile ones. Singly mobile respondents perceive themselves as significantly more communicative compared to non-mobile ones.

Female civil servants: no significant differences in personal qualities were found among groups with varying levels of mobility.

Proposition 4 submitted for defense corresponds to Item 17 of the Passport of Scientific Specialty 5.3.5. Social Psychology, Political and Economic Psychology.

- Differences in motivational characteristics were identified among civil servants with varying levels of territorial mobility.

For highly mobile respondents, the actual operative motives are professional development and career advancement; however, territorially mobile respondents themselves indicate a high readiness to relocate for personal reasons. This suggests a discrepancy between declared and actual motives. Analogous discrepancies are confirmed by survey results among non-mobile respondents, who also claim to possess pronounced personal-social and career motives for relocation, yet do not in practice act upon them.

Proposition 5 submitted for defense corresponds to Item 17 of the Passport of Scientific Specialty 5.3.5. Social Psychology, Political and Economic Psychology.

Scientific Novelty and Theoretical Significance

The scientific novelty and theoretical significance of the work lie in the fact that, for the first time in Russian social psychology, the phenomenon of territorial mobility is examined in the context of the activities of civil service managers and specialists:

- The conceptual content of the term “territorial mobility” has been refined; the factors influencing an individual’s territorial mobility have been systematized (socio-demographic characteristics, personal qualities, and motivational features);
- Levels of territorial mobility have been defined;
- Gender-, age-, and position-based differences among research participants with varying levels of territorial mobility expression have been identified;
- The relationship between personal qualities (leadership, internality, self-acceptance, risk propensity) and levels of territorial mobility has been established;
- Differences in motivational characteristics across varying levels of territorial mobility have been determined;
- An original questionnaire for assessing motivational readiness for territorial mobility has been developed and subjected to validation and standardization.

Practical Significance

The practical significance of the dissertation research stems from the potential for forecasting the influence of socio-demographic characteristics, motivational specifics, and personal qualities on the development of territorial mobility among civil service managers and specialists, with the aim of optimizing the resolution of staffing challenges.

Application of the original questionnaire in human resource management practice will enable assessment of personnel readiness for territorial mobility in situations requiring relocation and extended residence in another region for the purposes of professional duty fulfillment.

Approbation of the Research

The principal findings of the dissertation research were presented at the following international scientific-practical conferences:

- IV International Scientific-Practical Conference “Personality in Management Systems,” March 23–24, 2023 (Moscow, 2023);
- III International Scientific-Practical Conference “Staffing Potential of the Innovative Development of the Russian Industrial Complex,” March 1, 2023 (Moscow, 2023);
- IV International Scientific-Practical Conference “Personality in Culture and Education: Psychological Support, Development, Socialization,” December 14–15, 2023 (Rostov-on-Don, 2023);
- VI International Scientific-Practical Conference “Personality in Management Systems,” March 20–21, 2025 (Moscow, 2025);
- XI International Scientific-Practical Conference in Memory of M.Yu. Kondratyev “Social Psychology: Theory and Practice,” May 14–15, 2026 (Moscow, 2026).

List of Author's Publications

The propositions of the dissertation have been substantiated in the author’s articles published in peer-reviewed academic journals included in the list of the Higher Attestation Commission of the Ministry of Education and Science of the Russian Federation:

- Kononenko N.A., Podolskaya T.A. On the Problem of Professional Mobility of Contemporary Specialists // *Mir Psikhologii* [World of Psychology]. 2023. No. 1(112). Pp. 30–38. – DOI: 10.51944/20738528_2023_1_30 (co-authored).
- Kononenko N.A. Professional Mobility as a Prerequisite for the Development of Transprofessionalism among Engineering Professionals // *Aktualnyye Problemy Psikhologicheskogo Znaniya* [Current Issues in

- Psychological Knowledge]. 2023. No. 2(63). Pp. 62–70. – DOI: 10.51944/20738544_2023_2_62 (sole authorship).
- Sheburakov I.B., Podolskaya T.A., Kononenko N.A. Socio-Psychological Factors of Territorial Mobility of the Individual // Mir Psikhologii [World of Psychology]. 2025. No. 2 (121). Pp. 213–230. – DOI: 10.51944/20738528_2025_2_213 (co-authored).
 - Kononenko N.A., Podolskaya T.A., Samoderzhenkova A.N. Development, Validation, and Standardization of the Questionnaire “Diagnostics of Motives of Territorial Mobility of the Individual” // Mir Psikhologii [World of Psychology]. 2026. No. 2 (125). Pp. 179–201. – DOI: 10.51944/20738528_2026_2_00 (co-authored).

Structure of the Dissertation

The dissertation comprises an introduction, two chapters consisting of seven sections, a conclusion, and a list of references.