Department of Psychology
Faculty of Philosophy
University of Niš

International Conference
DAYS OF APPLIED PSYCHOLOGY

14th DAYS OF APPLIED PSYCHOLOGY
- Modern age and competencies of psychologists -
Niš, Serbia, September 28th & 29th 2018

ABSTRACT BOOK

Дани
Примењене
Психологије

Days
of Applied
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University of Niš,
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14ᵗʰ International Conference
DAYS OF APPLIED PSYCHOLOGY 2018
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ABSTRACT BOOK

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14ᵗʰ International conference
DAYS OF APPLIED PSYCHOLOGY 2018

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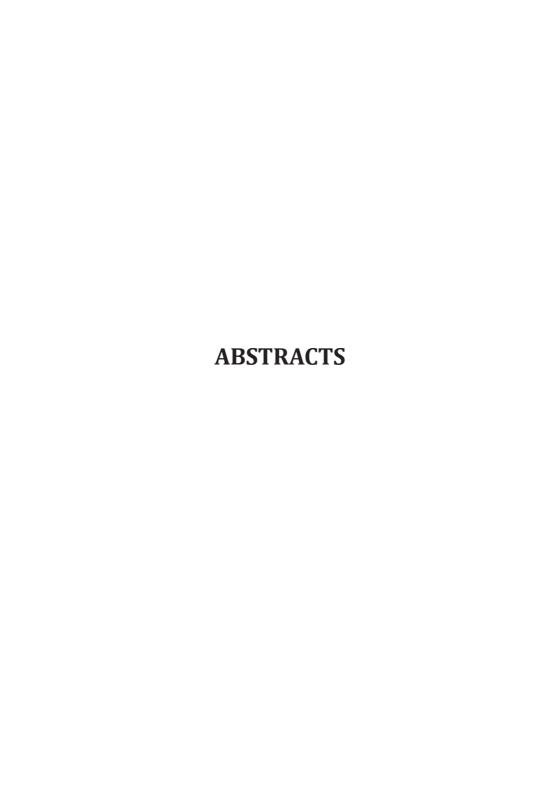
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ABSTRACTS

Plenary lectures

Tamara Džamonja Ignjatović
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EDUCATIONAL COMPETENCIES OF PSYCHOLOGISTS FOR THE MODERN AGE

During its development, psychology has dramatically expanded its field of scientific interest and research, as well as the number of disciplines that increasingly take on an interdisciplinary character from neuroscience and epigenetics to sociology, anthropology and philosophy. On the other hand, the practical application of psychology have also developed in almost all areas of human activity, such as education, mental health, community psychology, organizational psychology etc. The development of psychology as a science and as a profession is closely linked. Not only that the practice is confirmed by theoretical postulates and empirical results, but also the justification and the meaning of the research goals is set in relation to their practical implications. Unfortunately, despite the rapid development of psychology as a science that is followed by the publication of a large number of empirical researches in a growing number of journals in specific areas of psychology, the development of practice does not follow this trend. It seems that sometimes theoretical and empirical foundation of practice and boundaries of professional identity is not clear enough. Therefore, some questions arise, such as what is the contribution of psychology as a science to applied psychology; which are the tasks and the roles of psychologists within various activities which are services specific to psychologists, and which do we share with other professions; what are the competences that should be developed for effective and competent practice; what do our clients and other professionals expect from us within the specific fields of practice and how they see the specific contribution of psychologists; In order to answer these questions, it is necessary to start from the knowledge and skills that are necessary for competent psychological

practice and how does university curricula for psychology respond to these needs in Serbia and in the other countries. In the first part of the presentation I am going todetermine the basic competencies of psychologists, both general and those specific for different areas of applied psychology. In the second part, the emphasis will be on regulative mechanisms that ensure that these competencies are achieved and improved. In the last part of the presentation, the learning outcomes of studies of psychology will be discussed, particularly from the point of the acquired and missing knowledge and skills that should improve our practice for contemporary age. An attempt to present competencies for psychological practice and the learning outcomes of psychology studies could be the starting point for the improvement of psychological profession and cooperation with other professionals.

Keywords: competencies of psychologists, education for psychology, modern age

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SCHEMA THERAPY – A NEW OUTLOOK AT MODERN AGE PROBLEMS AND "OLD" DISORDERS

Schema therapy – A new outlook at modern age problems and "old" disorders Modern age, brings many changes, the most significant probably being the way we connect to each other. It seems that we had never communicated more and connected less. In just 20 years (1985-2005) an average number of close people one might have, reduced for one whole person (from 2.94 to 2.08 people). At the same time, the number of people who have no one to share important news with tripled. Parenting practices changed in such a way that we see significant increase in number of entitled, dependent and overprotected children. Also, being liked by others became more important than

authenticity, while fame became more valued than achievement. It has been hypothesized that these changes contribute to the growth in personality disorders or other increasingly widespread problems such as depression and loneliness. Having this in mind, it is important for psychologists to develop competencies necessary for addressing these issues and populations. Knowledge derived from Schema therapy can help meet this goal. Schema therapy is a fairly new and integrative approach unifying elements from cognitive behavioral, psychodynamic (object relations), Gestalt and attachment schools. A number of studies support its effectiveness in treating a variety of disorders including personality disorders which were previously predominantly considered non-treatable. Schema Therapy is also, associated with higher levels of patient satisfaction thus benefiting both clients and therapists. This plenary lecture will present Schema therapy and how using this approach could help enhance competencies of psychologist working with modern age problems and disorders.

Cecile Dillon

Dillon Psychological Services, Huntington Beach, California; Integrated Behavioral Health, Inc.; National University, Costa Mesa, California; Board of Behavioral Sciences, Sacramento, California; Board of Psychology, Sacramento, California

ETHICAL CHALLENGES WHEN WORKING WITH CHILDREN AND ADOLESCENTS

This presentation will emphasize the need to closely consider all circumstance when entering into a counseling relationship with a minor. Some general issues such as to whom clinician owes the ethical obligation of confidentiality, parental consent, legal rights, and informed consent will be addressed. Mental health providers who work with minors must be familiar with relevant state laws, understand considerations that may apply when minor's parents are separated or divorced and be knowledgeable how to create and protect the psychotherapeutic space so that the minor has the freedom

to identify, examine, explore, and resolve issues as necessary while keeping parents appropriately informed about treatment. In order to successfully initiate and conduct treatment, especially with older children, mental health providers should have a clear understanding from the start about the specific types of information that will be considered confidential and the circumstances under which such information may be disclosed and shared. Issues related to parenting, culture and developmental patterns, along with personal issues as they arise for the psychotherapist will be discussed as well.

EDUCATIONAL PSYCHOLOGY

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PROFESSIONAL STATUS AND UNIVERSITY EDUCATION OF PSYCHOLOGISTS IN GREECE AND SERBIA

Regulating the profession of psychologist still remains an ongoing process, even though psychology as a science had been differentiated as an independent scientific system in the end of nineteenth century. Based on the European framework of professional education and practice of psychologists, status of psychologist as protected or non-protected generic profession in some countries, and comparison of professional status of Greek and Serbian psychologists, the connection between professional status and psychologists' university education in both countries is compared in this paper (developed as a part of the project OI 179026). Comparative analysis of university programmes in psychology shows the following: 1) Education of psychologists in Greece and Serbia is based on different traditions: in Serbia the first department of psychology was founded at the University of Belgrade in 1924; in Greece the first department of psychology was founded at the University of Crete in Rethymnon in 1984. 2) At bachelor level there are more programmes in Serbia (nine programmes in public/state and private universities with 578 students in first year), than in Greece (four programmes in state universities with 625 students in first year – only Greek psychologists from state universities have opportunities to work in public/state institutions), whereas there are similar opportunities at master (nine programmes in Serbia and nine in Greece) and PhD level

(three programmes in Serbia and four in Greece). The outcomes and structure of programmes are also analyzed. While curricula at state universities in Serbia have more traditional orientation and curricula at private universities have a significant differentiation to specific practical areas, in Greece curricula at bachelor level are similar while master curricula are very diverse, in some cases very interdisciplinary. 3) The structure of university programmes in psychology (number of psychological courses, specific psychological outcomes etc.), reflects a different regulation and professional status of professions in Greece and Serbia. The diversity of approaches to psychologists' education enables further development of the profession

Keywords: psychologist, psychologist education, psychologist' professional practice, Greek psychologists, Serbian psychologists.

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TEACHERS' EXPECTATIONS AND PERCEPTIONS OF SCHOOL PSYCHOLOGISTS' PROFESSIONAL ENGAGEMENT

School psychology is very important and widespread domain of psychology. It is one of the bases of school psychologists' professional engagement. School psychologists' roles are differentiated in a context of school environment development. Changing school psychologists' roles is under the influence of expectations of teachers, school principals, students, parents, representatives of school systems, public etc. Teachers' expectations are the expression of their needs in the professional interaction with school psychologists. The goal of this study was to examine teachers' expectations from school psychologists and teachers' overall perceptions of school psychologists' professional engagement. The research consists of two parts. Based on descriptions of the structure of school psychologists' professional activities, first the review of the regulation of school

psychologist professional engagement in Serbia and neighboring countries is presented. Central part of the paper is a review of studies on teachers' expectations from school psychologists. The sample consists of the papers on this topic published in eight representative journals in this field: The School Psychologist, School Psychology International, Contemporary School Psychology, Journal of Applied School Psychology, School Psychology Quarterly, School Psychology Review, Canadian Journal of School Psychology, Journal of Psychologists and Counsellors in Schools. Meta-analytic approach is used in analyzing empirical and theoretical research papers on teachers' expectations from school psychologists. The results are the following: theoretical background of majority of research papers is socio-constructivism; the activities of individual counseling of children and consultation with teachers and parents are seen as the main roles of school psychologists. Conclusion: Comparing regulations of school psychologists' engagement in the surrounding countries and main teachers' expectations from them, a discrepancy between regulations and teachers' expectations from school psychologists is noticed. It is necessary to harmonize the regulations of school psychologists' roles and expectations of their school partners.

Keywords: school psychologist, teachers' expectations, professional roles

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MOTIVATION FOR EDUCATION AS A FACTOR THAT IMPACTS STUDIES SUCCESS IN TRAFFIC SCHOOL FOR PUPILS ATTENDING RAILWAY COURSES

Initial selection of future railway workers is conducted during the admission of new pupils in Traffic School. The role of psychologist during this process is to recognize development and psychophysiological barriers that hinder can the candidate over the future course of education. He/She is also tasked with identifying

potential problematic scenarios that can have negative impact on the motivation, and thereby reduce the level of aspiration and achievement, which is later on reflected on work ethics and efficiency. The goal of this research is to identify the factors that impact pupil's motivation for achieving better results at school, as well as identifying the determiners for assessing their attitude towards education and school responsibilities. For such purpose, two hypotheses were formed, one that there is a connection between the number of admonishments during the first semester of the first grade and the place traffic school had on pupil's wish list upon finishing the elementary school; and two that there is a difference in success between students who enrolled in the first period of admission and second period of admission. Method: Research sample consisted of 112 high school pupils (from first to fourth grade), from study programs: Towing Technician and Train Dispatcher (Rail Traffic Controller). We used the data from pupils' files and school logs about pupils' entrance exam score and class scores. We also documented the position of Railway school on the wish lists populated by future pupils before entrance exam, and compared it with the number of admonishments received during first semester of the first year, in addition to that we paid attention to sociodemographic variables, like family status, its functionality and employment status of parents. Data was processed in SPSS program, version 23. It was confirmed that there is a moderate importance of first hypothesis. Linear correlation is meaningful and borders with moderate equaling $p=0.19$. During first admission period the enrolment rate was 3 times higher than in second period, which is why we were unable to obtain statistical significance due to sample inequality. Conclusion: Successful pupil selection and monitoring conducted by psychologist leads to both healthier working/professional population as well as effective workers and satisfied employers.

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Magdalena Dragović***, Dragan Lazarević*
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THE USAGE OF TABLET PC TO SUPPORT YOUNG CHILDRENS' GEOMETRIC SHAPES RECOGNITION

For children growing up today, digital media are part of everyday life, and children accept technology as a completely natural and inevitable means. The old notion that children must reach the level of specific operations to get ready to use a computer is outdated. Growing up of Neomillennial generations require completely amended educational approaches, as well as, the development of new skills and attitudes in almost all areas. The aforementioned initiated an experiment conducted with aim to test the potential differences in performance between traditional (paper form) and contemporary (using a tablet PC) mode of testing. The nonverbal abilities tests related to the recognition of 2D and 3D geometric shapes were used in the study. The test material was arranged by the authors for the purposes of this research. Two- or three dimensional geometric shapes were presented either on the screen or in paper form. In the 2D presentation mode the items were polygons like circles, triangles, squares, etc., while in the 3D test objects which contained the elements of prisms, cylinders or cones were presented. The task was to recognize the particular shape among the three offered and to select the correct answer. The participants were 120 children aged from 7 to 8 years. The results show that there are no statistically significant differences in achievement between the paper and tablet PC mode of testing ($Z=1.484$; $p=0.138$) for 2D geometrical shapes. However, Mann-Whitney Test show significant differences for 3D geometrical shapes ($Z=2.730$; $p=0.006$), in favor of using tablet PC. Based on the contact with children during the testing for recognition of 3D geometric shapes, the impression is gained that they were very engaged, fascinated and naturally interested in interacting with the touch screens. Accordingly, policy makers should consider introducing new technologies as to facilitate the adoption of

(geometrical) concepts, as well as in order to achieve children's' more efficient mastering of courses contents.

Keywords: Mobile Devices, Tablet PC, Young Children's Learning, Geometric Shapes

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INCLUSION OF MIGRANT CHILDREN IN FORMAL EDUCATION: CHILDREN'S PERSPECTIVE[1]

The inclusion of migrant children in the education system is extremely relevant in terms of their psychological wellbeing: education generates feelings of stability and "normality" in situations of crisis and uncertainty, promotes the children's resilience and ability to cope with stress, boosts their self-confidence and strengthens their social competences. The aim of the research done within the project *Inclusion of children and parents in refugee and migration situation* (November 2017 - February 2018) was to understand the preconditions and challenges for the successful inclusion of migrant children in order to create safe and supportive school context for the learning and development. In this paper the perspective of local and migrant children on the inclusion process of migrant children in formal education will be presented. Focus group discussions, participative mapping and drawing were conducted with 16 local children, 19 accompanied and 10 unaccompanied migrant children. The results point to a similarity in the way children (both local and migrant) perceive the process of involving migrant children in formal education. They clearly notice and differentiate those attitudes/practices of teachers that are discriminatory (lower expectations; ignoring the previous knowledge and competencies children have) from those who motivate students and encourage their learning process (interest in children, encouragement,

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[1] The project was done by CIP - Center for Interactive Pedagogy and Save the Children International

high expectations). Local children demonstrate high level of empathy for their migrant peers. Although majority of them accept and welcome migrant students, there are still some local peers who discriminate migrant children. Migrant children highly value education and are very motivated to go to school. They see language as the main barrier for both learning and socializing. Young children do not show signs of stress but older children do (especially unaccompanied children). They report uncertain future as well as safety in camp as the major causes of stress. Listening to children's voices in this research reveals three important conditions for successful inclusion of migrant children: a) preparation of local children and parents through the information process and empathy development, b) intensive language learning and c) encouraging teachers' professional competencies for working with children of different cultural backgrounds.

Keywords: formal education, local and migrant children, socialization, stress

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DEVELOPING COMPETENCIES OF PSYCHOLOGISTS AS A RESPONSE TO DIFFICULTIES ENCOUNTERED IN WORKING WITH REFUGEES AND MIGRANTS

The refugee and migrant crisis has challenged numerous psychologists and other helping professionals working with the refugee population. The association Group for Children and Youth "Indigo" started the implementation of the project "Contribution to the Protection and Well-being of Refugee Children" in January 2016, during the transiting period, in the reception centres in Presevo, Dimitrovgrad and Niš, and later in Bujanovac, Vranje, Divljana and Pirot, with the support of UNHCR. Until June 2018, 17 psychologists, 1 social worker and 1 sociologist worked as child protection officers. Most of them didn't have much previous professional experience but were faced with numerous

tasks that went beyond the scope of the profession of a psychologist and required outstanding professional sensibility and flexibility. We were faced with numerous indicators of psychological difficulties refugees and migrants manifested: primarily adaptation difficulties, PTSD and other psychopathological manifestations; frequent self-harming behaviour, identity crises, etc. Our daily work with this population was a challenging experience requiring continuous personal and professional development. In order to enable skills development for working in emergency situations, strengthening professional competencies and objectification of the efficiency of applied interventions, Indigo provided the psychologists with expert supervisory support for individual and group work, focused primarily on psychological problems of unaccompanied minors and other vulnerable children. Moreover, a team of psychotherapists provided the psychologists in direct contact with refugees the individual and group support, in order to overcome the burnout syndrome. The aim of this support was building capacities for overcoming stress and coping with stressful situations by constructing concepts essential for preserving integrity and mental health in stressful situations, as well as achieving better productivity of professionals in the field. The process of developing these competencies of psychologists working with refugee children during the transiting and static period will be presented in this paper.

Keywords: migrant crisis, unaccompanied minors, vulnerable children, emergency situations, mental health of helpers

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EFFECTS OF UNIVERSITY TEACHERS TRAINING IN INCLUSIVE EDUCATION ON IMPROVEMENT OF EDUCATION OF FUTURE SCHOOL TEACHERS

The quality of education depends on numerous factors related to different levels of educational policies as well as to the school level, where the teacher is one of the most important. Inclusive education (quality education for all) requests highly developed and complex

teachers' competences and university education has to contribute to their building. From these reasons, UNICEF Office for Serbia, in cooperation with the Ministry of Education, Science and Technological Development, organized three modules of training for university teachers working at so called teachers' faculties, aimed to improve the quality of basic education of future teachers. During the year 2017, the group of experts (supported by UNICEF), including some of university teachers who attained these trainings, developed accredited program of in-service teachers training Teachers as agents of quality education for all children. Over 700 school teachers and other professionals undertook the training conducted by established pool of trainers that involved university and school teachers. In May 2018, university teachers who participated into development and realization of this training program were asked to fulfill the questionnaire designed with the aim to find out if they implemented some innovations into study programs and courses at their faculties. Analysis of answers given by 14 university teachers from different faculties in Serbia, suggests that their participation in designing mentioned training program contributed to their professional development, i.e. to: their own better understanding of inclusive education, knowing new relevant theoretical models and concepts, using new literature, renewing existing courses with new topics, methods, teaching activities and learning tasks, developing new courses aimed to develop students' competences. When it comes to benefits for students, teachers reported that expected learning outcomes are more directly realized through the teaching process, the quality of students' practical tasks performance is higher and students show higher interest for work during the lessons.

PSYCHOMETRICS AND METHODOLOGY

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THE DUBIOUS VALIDITY OF THE SELF-REPORT RESEARCH: THE CASE OF THE TRUST GAME

The self-report research is a very common practice in social sciences including psychology. However, there are many substantial problems of validity in this kind of research. In our study, 70 pre-graduate college students from Slovakia (48 of them were females), mean age = 20.5 (SD = 2.0), first completed the Honesty-Humility subscale of the HEXACO personality inventory. Then, they responded in the simulated trust game and the dictator game allocating the part of the financial endowment to the anonymous person. Two weeks later, we repeated the trust game with the same group with the real money. Students were endowed by 4 € each and were randomly assigned to one of two groups (trustor and trustee); pairing between trustors and trustees was done randomly, too. The donations and returns were correlated with the simulated results. As expected, the results obtained in "behavioral" setting substantially differ from those obtained in the simulated setting. The play with real money did not correlate with the HEXACO Honesty-Humility scale, whereas the higher Honesty-Humility score predicted the amount of donation in the simulated setting. These results can be interpreted in a rather straightforward way: both questionnaire as well as the simulated economic game gives a consistent measure of the socially desirable questionnaire. However, it does not predict the decision if the game is played with the real money. We want to address the problem of validity in the psychology research and

show its possible destroying impact on the credibility of psychological knowledge.

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CAN EVENT RELATED POTENTIALS MAKE WAVES? ADDING ERP TO BEHAVIORAL DATA

Event related potentials (ERP) are used as a valuable index of mental processes for nearly eighty years. However, costs of ERP equipment and accompanying hardware and software could still be considered significant for the most of research institutions in Serbia. In this contribution we present affordable single-chanell ERP system fully developed at the Faculty of Technical Sciences, University of Novi Sad (Sovilj et al., 2011), and two examples of its application in ongoing research in our laboratory. Standard two-stimulus oddball paradigm was employed in both of experiments, with a simple task of reacting to infrequent stimulus ("oddball") as quickly as possible while reaction times (RT) and ERP were recorded. The visual search experiment required from subjects to detect shape or orientation of the "oddball" visual illusory contours (squares and triangles). ERP analyses corroborated standard behavioral findings of shape being more rapidly detected than orientation, replicated by RTs we obtained. However, inspection of P300 potentials evoked by the "oddball" stimuli suggests that the process of detection might be continuous rather than discrete, as suggested by RT analysis alone. In the second experiment we presented grammatically connected and grammatically unconnected Serbian content-function word pairs, a noun preceded by

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a preposition or by a conjecture and a verb preceded by a personal pronoun or by the conjecture. Each of pairs served as the "oddball" along the other pair with the same noun/verb as a standard to create four situations. While RT analysis failed to detect differences in speed of reacting, ERP analyses showed P300 in three situations with peak latencies indicating word pairs were processed semantically despite the detection task simplicity. We conclude that ERP analysis combined with standard behavioral measures can provide further insights in perceptual and cognitive processes and shed light on such processes in cases when behavioral measures lack sensitivity.

Keywords: ERP; affordable system; oddball paradigm; visual search; grammatical context

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PSYCHOMETRIC PROPERTIES OF BULGARIAN VERSION OF ADULT EATING BEHAVIOUR QUESTIONNAIRE (AEBQ): A PRELIMINARY STUDY

The Adult Eating Behaviour Questionnaire is a comprehensive self-report measure of appetitive traits capturing several eating behaviours, which are related to weight in adults. The aim of this preliminary study was to test the validity and reliability of the Adult Eating Behaviour Questionnaire (AEBQ) in a Bulgarian sample. The sample consisted of 267 Bulgarian individuals (67% women and 33% men) who completed the Bulgarian version of the AEBQ along with information on sociodemographic characteristics and body weight and height. Construct validity was evaluated by exploratory factor analysis (EFA) with the Hunger scale removed and reliability was assessed by Cronbach's alpha coefficient. The EFA uncovered 7 scales for the Bulgarian sample which are the same as those theoretically expected: Enjoyment of food, Emotional over-eating, Emotional under-eating, Food fussiness, Food responsiveness, Slowness in eating, Satiety responsiveness. Reliability estimates for the scales were good –

Cronbach's alpha between 0,70 – 0,90. Confirmatory factor analysis (CFA) was also used to test the 7-factor model. The CFA revealed a 7-correlated factor structure as a model fit similar to the one of the original questionnaire. Correlations between scales and BMI (based on weight and height data) were also determined. The study supports the use of the AEBQ among Bulgarian sample as a valid and reliable tool for assessing eating behaviour among adults.

Keywords: eating behaviour, appetitive traits, psychology of eating, psychometrics, BMI

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BREAKUP STRATEGIES QUESTIONNAIRE: PRELIMINARY PSYCHOMETRIC PROPERTIES ON SERBIAN SAMPLE

Breakup strategy is defined as individuals' verbal and non-verbal approach to terminating romantic relationships. The main goal of this research is to examine psychometric properties of Serbian translation of Breakup Strategies Questionnaire. Questionnaire present a revision of Baxter disengagement strategies adding new strategies that reflect socio-cultural changes and new technological advancements. The sample consists of 401 respondents (female - 331), ages 18-48 (M=24.18; SD=4.89), with at least one breakup experience. The measures used in the research is Breakup Strategies Questionnaire (BSQ; Baxter, 1982; Sprecher et al., 2010; Collins & Gillath, 2012). It consists of 42 Likert items, organized into 7 subscales: Avoidance/withdrawal, Positive tone/self-blame, Open confrontation, Escalation, Manipulation, Distant/mediated communication, De-escalation. For the purposes of translation from English, we used backtranslation method. To examine the factor structure of the breakup strategies, an EFA was conducted using the maximum likelihood extraction and oblique quartimax rotation. An initial CFA revealed that a correlated 7-factor model had poor fit: $\chi2(799)=2035.05$, p<.00; CFI=.80,

TLI=.78, RMSEA=.06, 90% CI [.06, .07], p<.00. Four items had to be removed because they showed very pronounced local dependency issues, two items from Distant communication, and one from Open confrontation and Escalation. The final outcome was a reduced 38-item, 7-factor model, which had decent fit: χ2(666)=1203.92, p<.00; CFI=.91; TLI=.90; RMSEA=.04, 90% CI [.04, .05], p<.99. Internal consistencies were mostly poor, with 3 out of 7 Cronbach's α being below .70, with the lowest being .52 on Manipulation and the highest being .91 on Avoidance. Convenience sampling was used as the primary method of data collection, which resulted in samples that were predominately college-aged and female, why the results should be interpreted with caution. However, examined seven factor model showed reasonable fit as well as theoretically meaningful structure, spur BSQ use, while additional validation studies are surely required.

Keywords: breakup strategies, BSQ (Serbian form), psychometric properties, CFA

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MEASURING PSYCHOLOGICAL MINDEDNESS - A NEW SCALE IN SERBIAN

Recently we conducted a research the purpose of which was to evaluate the quality criteria and the factor structure of the Serbian translation of the Psychological Mindedness Scale (Shill and Lumley, 2002). In this paper we offer the detailed description of the translation and validation procedures we fallowed in the research. Psychological Mindedness (PM), a concept deriving from the psychoanalytic and attachment theories outlines the interest as well as the ability of an individual to introspectively reflect on emotions and conflicts. Psychological Mindedness Scale is so far the most promising instrument for measuring both these therapeutically highly important capacities. It can be of particular usefulness in deciding on the most

adequate therapeutic modality. The scale was translated from the original English (two independent translations and a back translation). The sample, similar to the original non-clinical sample, consisted of 166 university students. Results indicate good psychometric properties. Internal consistency is good. Explorative factor analysis suggested that a four factor solution is better that the original five factor, because of fewer cross-loadings and better content validity of the factors. Good convergent validity was demonstrated by a strong negative correlation between the whole PMS and Toronto Alexithymia Scale (TAS-20), as well as by significant negative correlations between the four PMS factors and TAS-20. Perspectives for further improvement of the instrument and its application in therapeutic process are discussed in the conclusion.

Keywords: psychological mindedness, translation, validation

PSYCHOLOGY OF PERSONALITY

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PERSONALITY TRAITS, TIME PERSPECTIVES AND THE EMOTION OF HOPE

The main aim of the research was to examine the relation between personality traits, time perspectives and the concept of hope. The concept of hope is, in this research, seen as an emotion. The power of hope allows the individual to persevere in his own view of the world, even when nothing in reality supports his viewpoint. Therefore, hope is the presupposition of the human existence and the essential structure of the human being. The research involved 320 respondents, aged 19 to 27. The instruments used were: Scale of hope (Snyder et al., 1991), Zimbardo's time-perspective inventory (Zimbardo & Boyd, 1999) and questionnaire Big five plus two (Smederevac et al., 2010). Linear regression analysis examined the structure of the prediction of two regression models - the dimension of personality and time perspectives in the relation to the sense of hope. When it comes to personality traits, statistically significant predictors were: agreeableness ($\beta=0.120$; $p=0.039$), extraversion ($\beta=0.274$; $p=0.000$), openness ($\beta=0.174$; $p=0.001$), positive valence ($\beta=0.178$; $p=0.002$) and conscientiousness ($\beta=0.210$; $p=0.000$). When it comes to time perspectives, statistically significant predictors were: future ($\beta=0.418$; $p=0.000$), hedonistic present ($\beta=0.367$; $p=0.000$), negative past ($\beta=-0.119$; $p=0.020$) and fatalistic present ($\beta=-0.158$; $p=0.004$). The first model accounts for 36.9% of total variance of hope, while

the second model accounts for 31.2% of hope. Neuroticism, negative valence and positive past weren't singled out as statistically significant predictors of hope, which is in accordance with knowledge gained from psychotherapy practice, that absence of hope in positive outcomes in the future can lead to psychosomatic symptoms or to some of the disorders from the neurotic specter of disorders. Based on the results given here, it can be concluded that examining personality structure and time perspectives can be useful for determining the basic emotional capacities of the individual, such as his/her capacity for hoping, in the prognosis of one's own future.

Keywords: personality traits, time perspectives, hope

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INDIVIDUAL DIFFERENCES IN TIME PERSPECTIVE IN BULGARIAN SOCIO-CULTURAL CONTEXT

This paper presents data from the pilot study, aiming to adapt and validate to Bulgarian socio-cultural context one of the most commonly used questionnaires measuring psychological time perspective – the Zimbardo Time Perspective Inventory (Zimbardo & Boyd, 1999). Time perspective is crucial for our present and future plans, and for the way we act in the present. We learn to categorize personal and social experiences into past, present and future temporal frames, which helps us lend order, coherence and meaning to these events. Our self-image, our world view and our interpersonal relations are influenced by cognitive processes related to time perspective. Time perspective also functions as an individual-differences variable. The sample of our study consisted of 205 participants (54.3% females; age range: 18-65 years; mean age = 24.63, SD = 9.78). Results of the conducted in Bulgarian population study have confirmed the five-factor structure of the Zimbardo Time Perspective Inventory consisting of the subscales: Past-Negative (n = 10; M = 2.96, SD = 0.72; α = .82), Present-

Hedonistic (n = 15; M = 3.47, SD = 0.51; α = .79), Future (n = 13; M = 3.47, SD = 0.54; α = .77), Past-Positive (n = 9; M = 3.69, SD = 0.61; α = .80) and Present-Fatalistic (n = 9; M = 2.39, SD = 0.59; α = .74) Time Perspective. High internal reliability was proven by means of exploratory and confirmatory factor analyses. Convergent, divergent, discriminant and predictive validity are shown by correlations and supported empirically. Past-Negative factor was significantly associated with depression, r = .67; anxiety, r = .73; and aggression, r = .57, p < .01. Present-Hedonistic correlated with ego control, r = .79; novelty seeking, r = .72, and sensation seeking, r = .72, p < .01. The Future factor correlated significantly with conscientiousness, r = .76; and preference for consistency, r = .62, p < .01. Past-Positive correlated negatively with aggression, r = -.19; depression, r = -.21; and anxiety, r = -.30, p < .05. Present-Fatalistic factor correlated with aggression, r = .52; anxiety, r = .47; and depression, r = .45, p < .01. The overall pattern of data emerging from the research provides evidence for the relevance of the questionnaire as a measure of the psychological construct of time perspective.

Keywords: Time Perspective, Zimbardo Time Perspective Inventory, Bulgarian population

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PERSONAL AND HISTORICAL NOSTALGIA - A MATTER OF DIMENSIONS

The aim of this research was to examine the differences between personal and historical nostalgia, when it comes to the four dimensions of emotion expression (intensity, pleasure, complexity, and arousal). Personal nostalgia represents the kind of nostalgia that refers to the sense of longing for a particular period of the individual's life, while historical nostalgia refers to the sense of longing for the past that the individual did not personally experience. The research was conducted on a pilot sample consisting of 85

students of psychology (M=12, F=73; M=20.13, SD=0.33765). To induce personal nostalgia, the following stimuli were used: Song from TV show "Srećni ljudi", child song "Kad si srećan", song from TV show "Rubi", introduction theme from "Dnevnik 2" and song from animated cartoon "Meda u velikoj plavoj kući". To induce historical nostalgia, the following stimuli were used: Audio clip "Sounds of the Earth", audio clip 135. a Psalm, an audio clip of the song "Sini jarko Sunce sa Kosova", song "Tamo daleko" and the song "Hej Sloveni". Duration of each stimulus was two minutes. Every emotion dimension was oparationalized through one question (11 points Likert type scale: 0=Not at all, 10=Yes, completely). The results showed that statistically significant differences on three out of four dimension are in favor of personal nostalgia: intensity (t(78)=10.40; p<0.001, pleasure (t(78)=8.31; p<0.001) and arousal (t(78)=2.33; p<0.05), while on the dimension the complexity, statistically significant differences are in favor of historical nostalgia (t(78)=-2.15; p=0.05). The higher intensity of personal nostalgia is in accordance with the theoretical assumption that personal nostalgia is more intense than the historical one. Respondents find personal nostalgia more pleasant than historical nostalgia. On the other hand, the average of reactions of respondents, for the stimuli inducing historical nostalgia, indicates a more neutral reaction when it comes to the dimension pleasant/unpleasant. Personal nostalgia is also characterized by a higher level of arousal. These data are consistent with the findings that personal nostalgia is characterized by the pleasantness and with the connection with pleasant autobiographical memories. The fact that respondents consider historical nostalgia as a more complex emotion than personal nostalgia corresponds with the definitions of these two types of nostalgia. Since personal nostalgia is a complex emotion related to the sense of longing for an idealized past, historical nostalgia, which relates to the past that the individual did not personally experience, is an even more complex emotional state.

Keywords: personal nostalgia, historical nostalgia, dimension of emotion

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ROLE OF INJUNCTIONS ON PREDICTION OF SELF-HANDICAPPING

The purpose of this research is to explore the role injunctions have in predicting tendencies to self-handicapping, a disposition of creating obstacles to one's achievement, so that any possible failures couldn't be assigned to the lack of competence. The data were collected using Script Injunctions Scale (Gavrilov-Jerković, Budiša, Lekić-Babić & Čolović, 2010) and Self-handicapping Scale (Mitrović, Smederevac & Čolović, 2009) on a sample of 142 male (25.4%) and female (74.6%) student participants, with different relationship status (married, in a relationship, or single). Results indicate that the regression model containing script injunctions explains 46.3% (R^2=.46, p<.01) of the variance of external handicap in interpersonal relations, with an injunction Don't feel as a significant predictor (β=.46, p<.01); 53.2% (R^2=.53, p<.01) of the variance of internal handicap in interpersonal relations, where statistically significant individual contribution to prediction include injunctions Don't belong (β=-.25, p<.05) and Don't feel (β=.22, p<.05). The model explains 59.1% (R^2=.59, p<.01) of the variance of external handicap in achievement-related situations, significant predictors include injunctions Don't be well (β=.25, p<.01) and Don't think (β=.25, p<.05); and 53.9% (R^2=.54, p<.01) of the variance of internal handicap in achievement-related situations, where significant individual contribution to prediction include injunctions Don't succeed (β=.47, p<.01) and Don't think (β=.40, p<.01). There was no significant difference in scores for males and females in any variable of the current study. However, there is a statistically significant difference in scores for participants who are in a relationship and participants who are single concerning external handicap in interpersonal relations ($F_{(2,141)}$=5.96, p<.01), internal handicap in interpersonal relations ($F_{(2,141)}$=6.94, p<.01) and the injunction Don't belong ($F_{(2,141)}$=2.94, p<.05). In conclusion,

different aspects of self-handicapping behavior can be predicted based on verbal and nonverbal messages that children receive from their parents during childhood, messages which can have a negative effect on child's personality adaptation.

Keywords: injunctions, self-handicapping, students

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PERSONALITY AND SUBJECTIVE AGE IN EMERGING ADULTHOOD: COMPARISONS OF TWO GROUPS OF STUDENTS

Our research is focused on the age of so called "emerging adulthood" – a phase of development between adolescence and adulthood. The purpose of the study is to investigate the way in which subjective age is related to personality traits during this period and to examine similarities and differences between students of psychology and medicine. The total of 148 university students answered questions regarding their subjective age (Kastenbaum, 1972) and their personality traits (Mini IPIP, Karabeliova, Petrov, Milanov & Ivanova, 2016). The participants were 18 - 27 years old (M=20,80; SD=1,195. 53 of them were men and 95 – women. The results across both groups of students replicate the finding of researchers in other countries that at this life stage the trait Conscientiousness is related with feeling older than one's chronological age. Compared to medical students, psychology students scored higher on Agreeableness and Openness to new experiences. No statistical significant differences were found between the two groups in terms of their subjective age. Given the developmental tasks of the life period, we assume that the link between Conscientiousness and the higher subjective age reflects an integration of self-regulation into the temporal dimension of personal identity. The differences, found between the two groups of students, show that the young people do not form a homogenous group and the respondents' professional orientation should be taken into account in

future research. More large and demographically diverse samples are also needed.

Keywords: emerging adulthood, subjective age, conscientiousness

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THE EGO STATES AND HEXACO PERSONALITY MODEL

Taking into account that some previous papers found the relation between Big Five personality traits and five ego states from transactional analysis, the principal aim of this research is to check potential relation between personality traits from HEXACO model and the five ego state from transactional analysis. The sample was convenient and it consisted of 186 respondents, primary and secondary school teachers, of both sexes (M=80; F=106). Average age in the sample was 38.48 years. Ego states were operationalizes using Ego State Questionnaire-Revised (ESQ-R: Loffredo et al., 2004) with five measuring subjects: Nurturing Parent, Critical Parent, Adult, Free Child and Adapted Child. Personality traits were operationalized through short version of HEXACO-PI-R personality inventory (Ashton & Lee, 2007). This inventory measures five personality traits: Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness and Openness to experience. The results have shown that correlation between ego states and personality traits from HEXACO model do exist. Following correlations were statistically significant: ego state free child with personality traits honesty-humility (r=-.263; p=.006), and extraversion (r=.300; p=.002). Adapted child with personality traits honesty-humility (r=-.285; p=.003), extraversion (r=-.414; p=.000) and conscientiousness (r=-.252; p=.009). Further, critical parent with honesty-humility (r=-.373; p=000), agreeableness (r=-.304; p=.002), and with openness to experience (r=-.194; p=.046). Nurturing parent with honesty-humility (r=.456; p=.000), extraversion (r=-.201;

p=.039), agreeableness (r=-.390; p=.000), conscientiousness (r=-.384; p=.000) and with openness to experience (r=-.226; p=.020). And finally, adult ego state with extraversion (r=.371; p=.000), agreeableness (r=.282; p=.003) and with conscientiousness (r=.387; p=.000). The results have shown that each ego state correlates with at least two personality traits from HEXACO model, which means that hypothesis of existence of correlation between ego states and personality traits from HEXACO personality model, was confirmed. From these results we can conclude that dominant ego states are connected to personality traits of individual. For further research, examination of the nature of this relation is suggested.

Keywords: Ego states, Transactional analysis, Personality, HEXACO

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PERSONALITY TRAITS OF PEN AND VP+2 MODELS AND SCHOOL ANXIETY AMONG HIGH SCHOOL STUDENTS

This work presented research aimed at investigating the relationship between personality traits and dimension of school anxiety. Precisely, the research aim was to determine whether school anxiety could be predicted by personality traits. The PEN model is psychobiologicaly, while the VP+2 model is lexial, and a different power of prediction of school anxiety will be expected. The research was conducted on a sample of 120 students of the fourth year of the secondary technical school Prokuplje, age between 18 and 19, 71 (59.2%) male and 49 (40.8%) female. The following instruments were applied: Eysenck's Personality Questionnaire (EPQ; Eysenck & Eysenck, 1975), the short version of The Questionnaire Big Five plus two (VP+2; Smederevac, Mitrović & Čolović, 2010) and AFS scale (Vulić Prtorić & Sorić, 2002). AFS scale measure four aspects of school anxiety: test anxiety, manifest anxiety, dissatisfaction with school

and social desirability. The relationships were tested using multiple regression analyzes. The results showed that Extraversion (β=0.294, p<0.001) and Neuroticism (β=-0.504, p<0.001) from the PEN model and Neuroticism from the model VP+2 (β=-0.397; p <0.001) were significant predictors of Test anxiety. It was found that the dimensions of Extraversion (β=0.153, p<0.05) and Neuroticism (β=-0.724, p<0.001) from the PEN model and Neuroticism (β=-0.433, p<0.001), Extraversion (β=0.286; p<0.05), Openness to experience (β=-0.303; p<0.01) and Negative valence (β=0.288; p<0.01) from the VP+2 model were significant predictors of Manifest anxiety. Statistically significant predictors of Social desirability were L scale (β=-0.344, p<0.01) from the PEN model, and Consciousness (β=-0.359, p<0.01) and Openness to experience (β=0.297; p<0,01) from the VP+2 model. Neuroticism (β=-0.362, p<0.001) and L scale (β=0.277, p<0.01) from the PEN model and Consciousness (β=0.363; p<0.01) from the VP+2 model were significant predictors of Dissatisfaction with the school. The percentage of variances that explain the personality traits of the PEN model is greatest for the dimension of Manifest Anxiety (55.2%), as well as the percentage of variance that explain the personality traits of the VP+2 model (35.7%). The results are consistent with studies of the relationship of personality traits and anxiety and suggest better power of prediction of the PEN model comparing to the VP+2 model.

Keywords: personality traits, school anxiety, PEN model, VP+2 model, high school students.

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COMPASSION AND SELF-COMPASSION AND ITS PERSONALITY PREDICTORS IN STUDENTS OF HUMANITIES

In past decade, compassion-based approaches have been integrated into the field of psychology and psychotherapy. The term compassion

is related to a discrete emotional response focused on alleviating the suffering of others (Condon & Feldman Barrett, 2013). Self-compassion is compassion directed inward, relating to ourselves as the object of care and concern when faced with the experience of suffering (Neff, 2003). The main aim of this study was to examine the level of compassion and self-compassion in Humanities students, their interrelation, and to determine which personality characteristics can predict these constructs. The sample consisted of 163 students of Faculty of Philosophy in Kosovska Mitrovica, aged 19-29 (M=21,20; SD=1,99). About 70% of respondents were females. The battery of instruments was composed of Self-Compassion scale (Neff, 2003), Compassion scale (Pommier, 2011), Optimism-Pessimism scale (Penezić, 2002), and NEO-PI-R (Đurić-Jočić, Džamonja-Ignjatović & Knežević, 2004). Statistical analysis (included descriptive statistics, correlation, and regression analysis) were performed in SPSS. Since reliability of subscales was low, only total scores on compassion and self-compassion scales (with Cronbah α coefficients .74 and .75, respectively) were used as a criteria in regression analysis. Results showed that our respondents scored above theoretical means on compassion (M=22,63; SD=2,51) and self-compassion (M=19,34; SD=2,95), what could be expected. Those variables were positively correlated (r=.198, p<.01). According to the results, significant predictors of compassion were: neuroticism (β=.25; p<.01), openness (β=.24; p<.01), agreeableness (β=.18; p<.05), and consciousness (β=.21; p<.01). This regression model predicts 25% of variance of compassion (F=7.43, p<.000, R=.50, R^2=.25). Significant predictors of self-compassion were: neuroticism (β=-.43; p<.000) and optimism (β=.30; p<.000). This model predicts 35% of variance of self-compassion (F=11.91, p<.000, R=.59, R^2=.35). Low correlation and somewhat different prediction models imply that compassion and self-compassion might not be considered as the same construct.

Generally, the findings showed that self-compassion could be predicted better then compassion of students in the humanity field by personality characteristics included in the model.

Keywords: Compassion, Self-Compassion, Optimism and Pessimism, NEO-PI-R, Students

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BASIC PERSONALITY DIMENSIONS AS PREDICTORS OF SELF-ESTEEM AND PERFECTIONISM IN STUDENTS

The basic aim of this research is to examine the contribution of the basic dimensions of personality on self-esteem, as a general evaluation attitude of self, as well as the tendency toward perfectionism. Research sample consists of 250 students (107 males and 143 females) aged 19 to 28 years old, from Vojvodina, Serbia. Personality traits were measured by Big Five Inventory (BFI: John, Donahue, & Kentle, 1991), which includes five dimensions of personality: Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness to experience. Self- esteem, as a positive or negative attitude toward itself is defined as a result of the Rosenberg Self-Esteem Scale (Rosenberg, 1965). Perfectionism, as a tendency for infallibility in all aspects of life, is defined as a result of the Frost Multidimensional Perfectionism Scale, FMPS (Frost et al., 1990). The results of Multiple regression analysis (R=.602; R^2=.362) have shown that the less pronounced Neuroticism a person has, him/her self-esteem is higher (β= -.376, p= .000). Also, the self-esteem is more prominent with the increase in Extraversion (β= .263, p= .000), Consciousness (β= .265, p= .000) and Agreeableness (β= .194, p= .001). Total perfectionism (Multiple regression analysis R=.376; R^2 =.142) is more prominent, as the person shows a higher level of Neuroticism (β= .265, p= .000), and higher level of Consciousness also (β= .173, p= .035). The research findings confirmed the contribution of basic personality dimensions to the prediction of students' self-esteem as well as to the prediction of positive and negative aspects of perfectionism. Basic personality dimensions have enabled better prediction of students' self-esteem than their perfectionism, while neuroticism gives the most significant partial contribution to the prediction of self-esteem and perfectionism.

Keywords: personality dimensions, Big Five Inventory, self-esteem, perfectionism, students

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EMPATHY: RECENT FINDINGS FROM BULGARIAN SAMPLE

Concept of empathy, originating in aesthetic tradition, has a long history in humanities. Psychological definition presupposed at least two processes: Cognitive empathy – responsible for recognition of emotions in the others, and Affective empathy – giving the adequate emotional resonance to the observed. The present study is aimed at developing Bulgarian adaptation of Basic Empathy Scale (BES) and checking construct validity of self-report versus performance measure of cognitive empathy. Predictive power of empathy, as having a neurological foundation in brain functioning, is tested towards high-order mental abilities of mentalization. The study presents data on community sample of adults (62.7% females), aged 18-84 years (M = 34.73, SD = 15.71). Two self-reports measures were administrated and half of the sample was tested additionally with performance based measure (Reading Mind in the Eyes test) of Empathy. Research question on how empathy predicts other highly sophisticated abilities is tested by applying Bulgarian versions of BES, Reading Mind in the Eyes (Rachev & Hancheva, 2014) and MentS (Dimitrievic et al., 2017; Hancheva, 2017), and using regression models. Firstly, reliability and construct validity of the Bulgarian versions of these three instruments were assessed. CFA on BES proves a better fit of three versus two factor solution. Factor structure of MentS is also explored (PCA) and confirmed (CFA) with a good fit of original 3 factor solution. Theoretically defined as partly overlapping (Choi-Kain & Gunderson, 2008), empathy and mentalization are proved to correlate significantly at the level of subscales. All three components of BES (cognitive empathy, emotional disconnection, and emotional contagion) predict three components of mentalization: Mentalization-about-others ($F_{(3, 490)} = 81.94$, $p<0.001$, $R = 0.57$, $R^2 = 0.33$), Motivation-to-mentalize ($F_{(3, 485)} = 67.85$, $p<0.001$, $R = 0.54$, $R^2 = 0.29$), and Mentalization-about-oneself ($F_{(3, 489)} = 37.82$, $p<0.001$, $R = 0.43$, $R^2 = 0.18$). According to the findings, theoretical models of concepts empathy and

mentalization need to be critically revisited in the light of empirical models of inter-relatedness of constructs. Definition of mentalization as "empathy also to oneself", motivational aspects as well as neurobiologically basis of the two concepts, are discussed in order to reach better understanding of the overlapping spheres and processes of mentalization and empathy.

Keywords: empathy, mentalization, reading mind in the eyes test, BES, MentS

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COGNITIVE EFFECTIVENESS/EXHAUSTION DURING SERIAL SEVEN SUBTRACTION TASK AS A FUNCTION OF TIME, STRESS, AND PERSONALITY

The aim of this study was to examine the dynamics of short-term cognitive effectiveness/exhaustion during serial sevens subtraction task (SSST), as a function of time, stress, and personality. The sample included one hundred university students of medicine (50 females), aged 20 to 22 years. The Tridimensional Personality Questionnaire - TPQ (Cloninger, 1987) was applied to measure major personality dimensions: Novelty Seeking, Harm Avoidance, and Reward Dependence. The participants subtracted sevens beginning from one thousand while simultaneously pronouncing and writing down each resulting number during a five minute period, in two conditions - during the attendance of regular lectures (control condition) and immediately before an exam (stress condition). The duration of the utterances before and during accurate numbers pronunciations [the "tip-of-the-tongue" (TOT)] was measured for each of the five minute SSST. The results of repeated-measures ANOVA showed a significant main effect of time

on TOT duration [$F(4,312)=5.07$, $p<.01$, $\eta p2=.061$], showing a trend of increase of the duration of TOT. Furthermore, there is an interaction of Harm Avoidance (median-split, between participants variable) and time variable on the duration of TOT [$F (4,312) = 3.04$, $p<.05$, $\eta p2=.037$]. Participants within low HA group showed an increase in the third minute compared with the baseline (1st minute), whilst a trend of a progressive increase during the five minutes was found for the participants within high HA group regardless of stress condition. It may be concluded that TOT as a measure of cognitive effectiveness/ exhaustion was dependent on time and personality dimension Harm Avoidance.

Keywords: subtraction, the tips of tongue, personality, stress, time

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PERSONALITY TRAITS AS PREDICTORS OF HOPE AND LIFE SATISFACTION IN STUDENTS

This paper deals with personality model Big five plus two, Snyder's model of hope and Penezić's model of life satisfaction. The goal of this research is to examine whether personality traits are significant predictors of hope and life satisfaction in students. Research sample consisted of 195 students (61 males and 134 female) age from 19 to 26 (AS=21,5, SD=2,08). Instruments used in the research were: personality inventory Big five plus two (VP+2 - 70) (Čolović, Smederevac and Mitrović, 2014), Scale of hope (Lacković-Grgin, 2002) and Scale of life satisfaction (Penezić, 2002). Correlative analyses showed that there was a positive connection between hope and life satisfaction with extraversion ($r=.481$; $r=.569$, $p<0.01$), conscientiousness ($r=.510$; $r=.429$, $p<0.01$), openness ($r=.457$; $r=.446$, $p<0.01$) and positive valence ($r=.484$, $r=.524$, $p<0.01$), and on the other hand, negative connection with neuroticism ($r=-.193$; $r=-.494$, $p<0.01$) and negative valence ($r=-.162$, $p<0.05$; $r=-.316$, $p<0.01$). Regressive

analyses determined that personality traits explain 30,2% variances of hope (R=.375, R²=.302, F=5.136, p<0.00), while persistence (β=.212, p<0.05), as an aspect of conscientiousness, and positive valence (β=.396, p<0.05) singled out from the group of predictive variables. Personality traits also explain 54,5% of life satisfaction variance (R=.592, R²=.545, F=12.426, p<0.00) as an aspect neuroticism, whereas depression (β =-.372, p<0.05) and negative affect (β =-.235, p<0.05) singled out as predictive variables, while positive affect (β =.378, p<0.05) singled out as an aspect of extraversion and positive valence (β =.508, p<0.05). Therefore, personality traits are better predictors of life satisfaction than hope. Persons with a higher level of conscientiousness and positive valence will show a higher level of hope, and those who are emotionally stable, extra-curtailed and have a high positive valence are more satisfied with life.

Keywords: personality traits, hope, life satisfaction, students.

DEVELOPMENTAL PSYCHOLOGY

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ANXIETY IN THE MODERN AGE - THE CASE WITH MILLENNIALS

This article deals with the Millennial generation or the young people born between the years 1980 and 1990 – we can call them people of the Modern age. A lot of researchers have been studying them in recent years claiming that they are very different from previous generations (Twenge, 2006; Ng et al., 2010). They are spending more years in education, getting married and becoming parents at a much later age compared to previous generations while experimenting with different social roles before they become mature adults (Arnett, 2004). Studies show that anxiety and negative future expectations along with individualistic values and self-esteem have been steadily rising among them (Twenge, 2006). However, the relationship between these concepts has not been studied in detail yet. This article will attempt to answer the question whether individualism might be the cause for the rising levels of stress and negative expectations among Millennials. Using the linear regression analysis method from inferential statistics on a Bulgarian sample of young people (N=204) in the framework of dissertation research, it was found that individualism is not a direct predictor of experienced stress and negative future expectations for young people. Further, it was found that collectivist values are related to stress and negative future expectations while adequate self-esteem seems to be the key for coping with both. Independent thought, following one's personal goals even in uncertain directions and being confident in one's abilities for dealing with problems reduces stress and negative future expectations for young people.

Keywords: Millennials, values, stress levels, future expectations, anxiety

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SELF-ESTEEM PREDICTORS OF YOUNG PEOPLE IN NOVI PAZAR[2]

Self-esteem as a global belief in oneself and one's own abilities is an important component in all aspects of human functioning. Self-esteem is especially important when it comes to young people who are in such a life-time when they make their first major decisions independently, make professional choices, get into emotional relationships and make deep friendships. The aim of this study is to examine which components contribute to self-esteem in the young age, whether these are more the aspects related to others or in a necessary relationship with other people, or a personal experience of satisfaction. The sample consisted of 373 girls and 248 men, final year students of secondary schools and students in Novi Pazar. Rosenberg Self-Esteem Scale was used, and a battery made for the purpose of this research aimed at collecting data on numerous aspects of the lives of young people. The results show that the appearance ($\beta= 0,126$; $p < 0.01$) , satisfaction with the study program or school that the student attends ($\beta= 0,055$, ; $p < 0.01$) , the confidence in the possibility of control and choice in life ($\beta= 0,075$, $p < 0.01$), as well as the confidence in the ability to overcome obstacles and solve the situation ($\beta=0,130$; $p < 0.004$) and material condition of the family ($\beta= -0, 008$; $p < 0.05$) are statistically significant predictors of self-esteem. On the other hand, the number of friends and the ability to easily get new friends do not contribute to total self-esteem. This lifetime period characteristics the need for socializing, and this information seems to be a surprise. This data can be partially explained by fact the need for socializing and creating new contacts is satisfied by the presence on social networks that largely shape the social life of young people.

Keywords: Self-esteem, young people

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THE RELATIONSHIP BETWEEN RELIGIOSITY AND SATISFACTION WITH LIFE AMONG ADOLESCENTS

The religiosity of the individual can be regarded as a predictor of overall life satisfaction, since studies dealing with correlations between religiosity and life satisfaction usually shows that religious people are more satisfied with life, happier on average, less prone to depression and more resistant to stress. The aim of this study was to examine the relationship between religiosity and life satisfaction among adolescents. The sample consisted of 119 high school students (62 females), aged 17 to 19 years. Basic research hypotheses were: that there is a positive correlation between religiosity and life satisfaction among adolescents, there are gender differences with regard to religiosity, and that there are no differences in overall life satisfaction among adolescents with respect to gender. Instruments used in the research are: 1) Religiosity questionnaire (Ljubotina, 2002) which consists of 24 items which measures three dimensions of religiosity: spirituality, knowledge of ritual and the influence of religion on behavior; 2) The Satisfaction With Life Scale (Dienner et al., 1985) which consists of 5 items related to life satisfaction. Research results confirmed the hypothesis and showed that there is a small, but statistically significant positive correlation between religiosity and life satisfaction ($r = 0.136$, $p < 0.01$). To check the gender differences with respect to religiosity, we used independent samples T-test and found that there are differences in religiosity between male and female respondents, according to which females are more religious. As expected, we did not get the differences in overall life satisfaction between male and female adolescents. Religiosity can serve as a general framework that improves cognitive assessment of life satisfaction, and it provides a framework for the interpretation that help people to make sense of everyday life experiences.

Keywords: religiosity, life satisfaction, adolescents

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SELF-ESTEEM, EMOTIONAL INTELLIGENCE AND SOCIAL COMPETENCE IN RELATION TO AGE

Although scientifically relatively disputed, the concept of emotional intelligence has proven to be a significant factor that affects emotional and mental health. Moreover, this concept is related to self-esteem, self-actualization and social competencies of individualsThe aim of this study was to determine the difference in emotional intelligence, self-esteem and social competences in relation to the age of participants.The sample consisted of 1046 pupils of the seventh, eighth and ninth grade of primary schools from the entire territory of the Republic of Srpska. The three questionnaires used in this study were: UEK-45 (Takšić, 2002), Questionnaire of Self-Esteem (Rosenberg, 1965) and Social Competence Questionnaire MASC (Juntilla, Voeten, Kauklainen & Vauras, 2006). MANOVA was used to analyze the data.The results indicate that a statistically significant age-based effect exists only for the variable of social competences (F = 14.14.456; p <.01). Wilkins lambda is .970, and the partial eta square is .015. Social competences are statistically significantly lower only in the seventh grade compared to the eighth (I-J = -1.668 p <.01) and ninth grade (I-J = -.2243; p <0.01). When individual scales of UEK were analyzed, it was found that a statistically significant difference with regard to the class of respondents exists at the scale Expression and emotional naming (IIE; F = 3.401; p <.05), and the scale of Regulation and Emotion Control (UE; F = .3.525; p <.05). Further analysis showed that a statistically significant difference exists only between the students of the seventh and ninth grade and at scale IIE (I-J = -1.508; F <.05), as well as in the UE scale (I-J = -.1441, p <.05). Research results indicate that obviously there are developmental changes at the level of some components of emotional intelligence as well as social competences. It is recommended to check these conclusions for other non-self-assessment questionnaires.

Keywords: emotional intelligence, self-esteem, social competence, age

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CHILDREN'S BODY EXPERIENCE[3]

Body experience represents the basis of identity formation and maintenance throughout the whole life cycle, which originates from earliest childhood, and is shaped by numerous factors over time. Certain factors have special significance in childhood period when awareness of one's own body appears in the form of satisfaction/dissatisfaction with it. The aim of this paper is to offer an overview of previous theoretical and empirical findings in order to identify factors recognized as important when it comes to development of children's body experience. Family, as primary factor of socialization, particularly the mother, has an important role in development of child's relation to its body. Through multiple emotional exchanges on various levels, including forming of specific attachment style, she contributes to child's attitude towards its body. Furthermore, mother's value is recognized as a model for identification, as well through her comments about her own physical appearance, as well as child's. When it comes to the father, the results are inconsistent so the question of his role in developing child's body experience remains open. The importance of wider social environment was also recognized, particularly that of peers who in a specific manner may contribute to the formation of attitude towards one's physical appearance. Previous research indicates the significance of the media. Commercials and cartoons (e.g., characters featured in them), as well as the appearance of some toys, stand in relation to child's body experience. Part of the examination refers to BMI and gender differences. This paper represents an attempt to give an overview and integrate part of relevant and actual findings within this field, with the aim of providing a more systematic and comprehensive insight into factors related to child's body experience. We are of the opinion that considerations presented in this paper could have not only theoretical but also practical value.

Keywords: body experience, children, family, social environment and media as development factors of child's body experience

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ASSESSMENT OF SUBCLINICAL SADISM IN BULGARIAN ADOLESCENT SAMPLE

Sadistic tendencies are defined as a combination of behavioral, cognitive, and personality characteristics, related to dispositional proneness to inflict physical and emotional pain to others, with the aim to control/subjugate or humiliate them. Assessment of sadistic tendencies distinguishes direct forms (tendency to derive pleasure in pain inflicting actions - verbal and physical), and indirect/vicarious forms (pleasure seeking in watching such actions undertaken by others). Present study tests a four component model of sadism, separating the indirect forms into watching real hearting behaviors, and watching fictional violence (i.e. films and video games). Data are collected in two separate adolescent non-clinical samples (N=519 and N=343, listwise), using two self-report scales: (a) a Bulgarian version of Comprehensive Assessment of Sadistic Tendencies (CAST, Buckels & Paulhus, 2014) with new items added to identify hypothetical fourth factor, and (b) Assessment of Sadistic Personality (ASP, Plouffe et al., 2017; Bulgarian adaptation by Kalchev & Koleva, 2017). Results in exploratory and confirmatory factor analyses support the anticipated four factor-structure of sadism. The tendency to watch fiction violence shows weak positive correlations with direct forms of sadism and lower factor loading on second order factor "Sadism" on a hierarchical model, compared to the tendency to watch real violence. CAST–watching fictional violence correlates weakly positive with ASP, whereas CAST-watching real violence shows moderate positive correlations, and both direct forms (CAST) – strong positive correlations with ASP. In a structural model, no predictive power of watching fictional violence on ASP was found.

Keywords: sadism, subclinical sadism, CAST, adolescence

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THE IMPORTANCE OF SOCIAL SUPPORT IN ADULTHOOD

Social support is defined as a support to an individual provided by other significant persons. There are many different sources of social support: partners, children, relatives, friends, colleagues, neighbors. Social support is an integral and indispensable factor in the daily functioning of people, a significant factor of mental health and overcoming stress. The aim of this research was to examine the experience of social support in adults, as well as to perceive social support experience in relation to life satisfaction and financial pressure. The sample consisted of 455 examinees divided into two categories: from 40 to 55 years old (N=223; AM =47,66) 60 years old or more (N=232; AM=69,78). The instruments used in the research are: Social Support (Abbey et al., 1985), Financial Pressure (Vinokur & Schull, 1997) and Satisfaction with Life Scale (Diener, E. et al., 1985). The results of the study show that statistically significant differences in the experience of social support were confirmed and that the older group of examinees had a lower level of social support experience (p=,000). Although the difference in the level of satisfaction with life in relation to age has not been confirmed, satisfaction with life significantly correlates with the experience of social support (r=,387). The financial pressure is also in significant correlation with both variables, satisfaction with life (r= -,376) and social support (r= -,305). In the framework of the social support program for aging and the elderly, special attention should be given not only to objective causes but experiencing social support and belonging of an individual to their social environment.

Keywords: adulthood, social support, social network, mental health

SOCIAL PSYCHOLOGY
AND PSYCHOLOGY OF ART

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WHY IS SOCIAL PSYCHOLOGY IMPORTANT FOR DEMOCRACY? FROM OBEDIENCE TO AUTHORITY TO LUCIFER EFFECT

The main purpose of this work is to analyze the role and function of social psychology as a tool for the strengthening of contemporary democracies. For this, I will adopt a double perspective through which I will try to describe the psychological mechanisms that force to obedience. I think that a reflection on this point represents an important topic of discussion on the state of the art of contemporary political institutions and on strategies for building a reasonable political consensus, which is the former characteristic of a truly functioning democracy. The first perspective is historical; the second one is a political philosophical point of view. Since Stanley Milgram and Solomon Ash have focused their research on pressure towards conformity, social psychology has taken on a crucial role in understanding the society and defining the main aspects of human nature. What kind of influence is able to exercise authority over our moral, economic and social choices? How does power control us? The answers to these questions are not obvious at all. Philip Zimbardo, in his famous "Stanford prison experiment", has elaborated an original description of the true face of human nature. The consequence of that dramatic experiment was that the illusion of natural goodness of human beings turned out to be just an illusion. The comfortable explanation about a rigid and dualistic distinction between good and evil has crashed on the cruel circumstances

of real life. As Zimbardo has suggested, systemic and situational power have a strong influence on the way we decide to act in all our social interactions, and on the way we decide to play our social role. All these researches cast a dark shadow on our beliefs and on the real weight of our self-determination power.

Keywords: Social Psychology, Democracy, Consensus, Moral, Political Philosophy

Nemanja Đorđević

THE CORRELATION BETWEEN RIGHT WING AUTHORITARISM AND LIKING AND ARTISTIC EVALUATION OF ABSTRACT AND REALISTIC MODERN EUROPEAN PAINTINGS

The paper examined the correlation of Right Wing Authoritarism on one hand, and liking and artistic evaluation of modern European paintings on the other. Right-wing authoritarianism was examined using a shorter version of Altermeyer's scale constructed by Ingrid Zakrisson, which was translated to Serbian on this occasion. The sample consisted of migrants of Serbian nationality living and working in Vienna, Austria, 200 of them in total, 77 men and 123 women. Paintings showing specific objects (Impression, Sunrise" by Monet and „Luxe, Calme et Volupté" by Matisse) and abstract ones („Curves and Sharp Angles by Kandinsky" and „Composition with Large Red Plane, Yellow, Black, Grey and Blue" by Mondrian) were used as stimuli. The study found the existence of low and middle range statistically significant negative correlations of liking and artistic evaluation of all four paintings and all three factors. There has also been found a difference between the liking of paintings and their artistic evaluation. A statistically significant difference exists between the groups showing a low level of Right Wing Authoritarism and those with a high level of it in terms of liking and the artistic evaluation of the paintings. This difference hasn't been found only for the painting „Curves and Sharp Angles" by Kandinsky when measuring all factors.

There is a statistically significant difference between the liking of abstract and realistic paintings when all three factors considered. There also exists a statistically significant difference in terms of artistic evaluation when measuring the factors authoritarian aggression and conventionalism. It has been found that there is a difference between the liking and artistic evaluation of abstract and concrete paintings in general.

Keywords: Right Wing Authoritarism, modern European paintings, abstract painting, realistic painting, artistic preferences, liking and artistic evaluation

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GENERAL TENDENCY TO EXPERIENCE POSITIVE EMOTIONS AND MUSICAL PREFERENCES

The aim of this research was to check potential connection between general disposition of individuals to experience positive emotions and their genre preferences. Dispositional positive emotions were operationalized through Dispositional Positive Emotions Scale (DPES: Shiota et al., 2006). This scale measures following emotions: Joy, Contentment, Compassion, Pride, Amusement, Love and Awe. Musical preference were operationalized using Short Preference Test of Music Genres (STOMP-R: Rentfrow and Gosling, 2003). Musical genres, in this questionnaire, are combined into four types of music: reflexive and complex music, intense and rebellious music, optimistic and conventional music, and energetic and rhythmic music. The sample was convenient and it consisted of 112 respondents, students from the University of Nish (M=33; F=79). The age range in the sample was from 19 to 23 years (M=20.21). All students were non-musicians. The data was analyzed using hierarchical regression analysis, whereas predictors were dispositional positive emotions, while criterion variables

were types of music. Only one regression model was statistically significant, and that was the model with intense and rebellious music as a criterion variable (R2=.139). Statistically significant predictor of intense and rebellious music was only contentment (β=-.396). Although other models weren't statistically significant, statistically significant predictors of some of remaining types of music did emerge. When it comes to optimistic and conventional music, compassion was a statistically significant predictor (β=.254). For energetic and rhythmic music, the emotion of humor was a statistically significant predictor (β=.307). Only when it comes to reflexive and complex music, none of the emotions were singled out as statistically significant predictors. In conclusion, from the results can be seen that some emotions are indeed statistically significant predictors of the preferences for the type of music. Only reflexive and complex music wasn't statistically significantly predicted by any of the positive emotions.

Keywords: Positive emotions, Music genres, Music preferences, Non-musicians

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MUSIC AND MOVIE CLIP IN POSITIVE AND NEGATIVE MOOD INDUCTION: GROUP EXPERIMENTAL SITUATION OUTCOMES

The aim of this research is to examine whether musical tracks and film clips can produce significant effects on affect change, if the induction process is carried out in a group situation. The sample consists of 80 respondents (f-51; m-29), ages 19-29 (M=21.04; SD=1.84), students of the University of Niš. Respondents were exposed to an experimental, repeated measure (pretest-posttest) design procedure. In laboratory conditions, subjects were exposed to a positive or negative stimulus, that could be music or a movie clip, selected on the basis of previous research or subjective assessment of the scene from an adequate genre. Prior to the stimulus exposure

(pretest), respondents completed the Positive and Negative Affect Schedule-X questionnaire (PANAS, Mihić et al., 2014), and then they filled out the same questionnaire after exposure to the stimulus (posttest). We conducted paired sample t-test to obtain possible affect change between two set. Positive musical stimulus (Mozart - Little Night Music) showed no change in the positive ($t(19)=.00$, $p<1.00$) nor negative ($t(18)=1.67$, $p<.11$) affect. Negative musical stimulus (Tomaso Albinoni - Adagio in G-mol) led to a decrease in the positive ($t(18)=2.91$, $p<.01$), but not to a significant increase in the negative ($t(17)=.07$, $p<.94$) affection. Positive movie clip ('The Return of Mr. Bean' - Meeting Royalty) led to a fall in the negative ($t(19)=2.85$, $p<.01$) affect, but not to the increase of the positive ($t(19)=.62$, $p<.54$). Negative movie clip ('Sophie's Choice' - the scene of choice) led to a significant fall in the positive ($t(20)=4.92$, $p<.00$) and an increase in negative ($t(18)=-5.18$, $p<.00$) affect. The presented results support the assumption that is possible to induce change of affection in a group experimental situation. But even so, the procedure requires additional testing and comparison of effects obtained in group and individual experimental situations.

Keywords: mood induction, experimental situations, movie stimulus, music stimulus

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SELF-ESTEEM AND ATTITUDES TOWARDS GENDER EQUALITY AS PREDICTORS OF STUDENTS' CONFORMISM[4]

Conformism is a personal trait characterized by passive acceptance of standards and values of a social group without critical re-evaluation. It is connected with over adjustment and loss of autonomy.

Conformism is affected by multiple factors. In this research we wanted to examine to which degree self-esteem and attitude towards gender equality can indicate conformism. Self-esteem is evaluative part of self-image that is reflected in positive and negative feelings towards oneself and indicates how much confidence someone has in their own ability and value. Attitudes towards gender equality can be viewed throughout different areas of life, in interpersonal life, in marriage, in relationship between parents and children, throughout career and education. People can have egalitarian or traditional attitudes regarding of the engagement of men and women in different areas of life. Research sample consisted of students from Faculty of Philosophy in Nis. In total there were 538 participants, 466 females, 71 males. Following instruments were used: Conformism scale (Pantic 1981), Self-esteem scale (Rosenber 1965), Attitude towards gender equality scale (Ravlic and Raboteg Sarlic, 2004) that consists of several sub-scales (parenting roles, socially-interpersonally-heterosexual role, professional, marital and educational roles). As method we used standard multiple regression. Results reveal that conformism has negative and statistically significant correlation with self-esteem (r=-.223, p<.000) and with all attitudes towards gender equality (r from -.341 to -.400, p<.000). Regression analysis was applied and it revealed that examined predictors could explain 19% of the variance of students' conformism (R=.446, R2=.190, p<.000). Statistically significant predictors of conformism are self-esteem (β = -.143, p < .000) and attitude towards gender equality in terms of educational roles (β = -.218, p < .002 From the obtained data we can conclude that conformism can be predicted based on individual's self-image, in terms of one's own value, as well as individual's attitudes towards gender equality in terms of educational roles.

Keywords: conformism, self-esteem, attitudes, equality, students

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COGNITIVE EMOTION REGULATION AND OPINION SHARING IN VIRTUAL SOCIAL NETWORKS

Communication skills in virtual social networks are indispensable for the modern man. The purpose of this study is to investigate how cognitive emotion regulation affects opinion sharing in virtual social networks. Cognitive emotion regulation is represented by self-blame, acceptance, rumination, positive refocusing, refocus on planning, positive reappraisal, putting into perspective, catastrophizing, other-blame. To assess it, we used the Cognitive Emotion Regulation Questionnaire (Garnefski, Kraai, & Spinhoven, 2001). It was adapted for the Bulgarian socio-cultural context by Zhenya Milusheva (Milusheva, 2018). For the study of sharing opinion in virtual social networks we chose the scale developed by Kiryakov (Zinovieva and Kiryakov, 2014). A total sample consisted of 280 participants, which included of 177 females (63,2%) and 103 males (36,8%). Most of the respondents were between 21 and 30 years old (71,4%), there were 5,4% under 20, 10,7% - between 31 and 40, 8,2% - between 41 and 50 and 4,3% - over 50. The results of an empirical study showed significant relationships between the indicators of cognitive emotion regulation and opinion sharing in virtual social networks. The inner dynamics of relationships trace the maladaptive cognitive emotion regulation as the most closely related to opinion sharing in virtual social networks while no relationship was found between any of the adaptive cognitive emotion regulation strategies and the opinion sharing in social network sites. The current study presents data on an issue that is in early stages of examination in the literature. The results can be used in counceling and in training programs that develop social skills for opinion sharing and important causes pursuit in virtual social media.

Keywords: cognitive emotion regulation, opinion sharing, virtual social networks

ORGANIZATIONAL PSYCHOLOGY

Biliana Alexandrova

CULTURE TYPES AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR IN AN IT AND TELECOMMUNICATIONS COMPANY

This research paper explores the organizational culture types that form the profile of a company, operating in the IT and telecommunications sector. The model used is the one of Cameron and Quinn for the competing values. 237 out of 388 employees filled in the questionnaires (approximately 61% of all employees). The results show that the organization has high levels of control and internal orientation. The leading organizational culture type is the market culture type (M=14,31), followed closely by the hierarchy culture (M=14,24). It's important to be noted that the main employee's profile is financially oriented (business analysts, accountants, financial controllers, etc.). Some forms of citizenship behavior are also examined. Theoretically, the citizenship syndrome concept of van Dyne and colleagues (1994) is taken into consideration. Obedience has the highest mean value of M=3,77, followed by participation (M=3,48) and loyalty (M=3,25). The correlations show moderate to high levels of relationships between all the four culture types (clan and adhocracy culture types are the other two) and all forms of citizenship behaviors in scope. It turned out that the adhocracy culture is the strongest predictor of loyalty (explaining 21% of the variability); hierarchy culture – of obedience (18% of the variability) and clan culture – of participation (26% of the variability). The results are valuable from a practical point of view

and are the basis of creating a whole organizational development and change management program within the organization.

Keywords: organizational culture types, obedience, participation, loyalty, citizenship behavior

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CAN ACADEMIC KNOWLEDGE AND RESEARCH IN THE FIELD OF WORK PSYCHOLOGY BENEFIT ECONOMIES?

The paper deals with the challenge of narrowing the academic-practitioner divide. The concept of human resource development in psychology of work and organizational psychology suggests the importance of reducing the gap between academic, applied and practical knowledge as a condition for economic growth. Hence, the aim of this analysis is to make an initial insight into the extent to which academic knowledge and research in the field of work psychology in our country correspond with significant social changes. The authors conducted a content analysis of all work psychology studies that were presented at the scientific conference Empirical Studies in Psychology - ESP (1995 – 2016). The sample consisted of over one hundred abstracts (N = 120). Frequency analysis and content analysis are based on the constructed code system, which defines the criteria for collecting the relevant data: 1) title / subject / topic of communication 2) sample 3) instrument 4) type of result. The results have shown that following topics have been highlighted (a) work organizations with sub-topics: organizational change, management and marketing (b) work process and sub-topics: work efficiency, stress and mobbing; and (c) human resources with sub-topics: competencies, employment, motivation. Longitudinal analysis of the correspondence of research topics with significant social changes has shown that over time the representation of some areas of work psychology, as well as

the themes within them, have changed. The most general conclusion derived from the frequency analysis and analysis of the contents of the EIP presented studies in the twenty-one year period indicates the existence of correspondence between research activities in the field of work psychology and significant socio-economic and political changes. The paper discusses theoretical and practical implications of the obtained results from the perspective of the social importance of the cooperation between university and economy.

Keywords: human resource development, academic-practitioner divide, work organizations, content analysis, cooperation between university and economy.

Madlena Ivanova

CHANGING ROLE OF MANAGERS WHEN TRANSITIONING FROM WATERFALL TO SCRUM

Agile software development methodologies are becoming increasingly prevalent in the industry today. Companies are moving to agile methodologies like Scrum from traditional processes like waterfall because the technology marketplace demands a high responsiveness to change. In order to compete in the global economy, companies must move quickly to provide solutions to a client base that has more and more choices available to them. Agile approaches promise faster delivery of working code, higher quality and a more engaged development team that can deliver on its commitments. There are many companies transitioning from Waterfall to Scrum and they all face some serious challenges in this transition. One of those challenges is the changing role of managers. In this paper, the role of the manager is researched based on existing literature and also a case-study research is performed to demonstrate what happens to managers when their role changes. Advice is given on how to deal with such challenges. The results we came across are relevant to other companies making the transition to Scrum. The research has been conducted among 200 IT specialists from Bulgaria, working with Scrum. Both quantitative and qualitative research have been carried

out for the purposes of the following paper. The author has created her own instrument to investigate the changing role of managers when transitioning from Waterfall to Scrum .

Keywords: change, role, managers, transtition, waterfall, scrum

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THE IMPACT OF ORGANIZATIONAL EFFECTIVENESS FACTORS ON COMMITMENT TO THE ORGANIZATION

The purpose of the study is to establish how the factors determining organizational effectiveness influence the commitment to the organization. Research sample consists of 469 employees from a mining company. Organizational diagnosis of factors contributing to organizational effectiveness was implemented using a model of Weisbord - Preciozi (Weisbord, 1978; Preciozi, 1980). Measured factors that relate to organizational effectiveness are goals, structure, rewards, relationships, support mechanisms, leadership, and attitude toward change. The three dimensions of organizational commitment are measured: affective, normative and continuance or instrumental commitment (Meyer & Allen, 1997). The employees experience more continuance and normative than affective commitment to the organization. They assess the leadership, interpersonal relationship and support mechanisms in organization as important factors for organizational effectiveness. The results of correlation analysis establish the relationships between all diagnosed factors of organizational effectiveness and commitment. The results of regression analysis confirm the impact of interpersonal relationships on the dimensions of organizational commitment. Affective commitment is influenced only by the interpersonal relationships. The attitude toward change and the relationship in organization predict the normative commitment. The instrumental commitment is predicted by the organizational goals, as well as by the interpersonal relationships and the attitude toward change

in organization. Organizational structure, rewards, support mechanisms and leadership have no impact on organizational commitment.

Keywords: organizational effectiveness, organizational commitment, leadership, change attitude, interpersonal relationship

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INTERVIEW AS A TECHNIQUE IN HUMAN RESOURCES MANAGEMENT

The purpose of this paper is to emphasize the importance and significance of the interview in the process of managing human resources in organizations, because, with their knowledge they are the basic prerequisite for doing business and the most valuable resource in today's information era that activates all other resources. The qualitative research interview seeks to describe and the meanings of central themes in the life world of the subjects. The main task in interviewing is to understand the meaning of what the interviewees say (Kvale,1996). The challenge of today's human resource managers is to create and grow a large number of good employees in the organization. This process starts from the selection process for employees. "Interview" is used as the main method of selection by human resources managers for a long time. The costs of re-employment and retraining reinforce the importance of hiring the right person for the right position. This imposes the need for a reliable and valid interview process. The interviewer's competences are particularly evident in the conduct of the interview, which at the same time represents an advantage and disadvantage. Advantage, because the interviewer has the opportunity to conduct the interview relaxed, as an everyday conversation. The interviewer is immersed in the conversation and it is very likely that his actions and behavior negatively affect the candidate. This is exactly the topic of the theoretical research, is whether the candidate's experience through the interview process has an impact in building the image of the organization among the candidates. Whether during the interview process irrelevant questions were asked, whether the interviewer's attitude was overshadowed, humiliating or not, and whether all this affected the

impression of the candidate in building his or her opinion on the image of the organization. Each pair of interview, including the review session immediately following them, constitutes an action research cycle. The review sessions interpret the data emerging from the interviews.

Keywords: interview, interviewer, candidates, human resources manager

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WORK BURNOUT IN HEALTH SERVICES

People who have been exposed to extreme psycho-social stress at the workplace for a prolonged period of time, can get syndrome of the burnout. Stressful events in life and work disturb the psychic functions of a person bringing him into a state of increased vulnerability and reduced strength. The basic idea of the work was to examine work burnout, some sources of stress and social support at health workers (nurses, doctors and medicals) (N = 180), as well as the connection of individual aspects of stress sources at work (requirements and control of work, relationship with managers and colleagues, working atmosphere and roles and changes in the organization). The sample consists of 71% of women average age 40,13 year. The research used the following: Data Questionnaire about the examinee, Scale of the emotional burnout at work/Work burnout scale (Christensen, et al. 2005), Social support scale (Cohen, S., et al.1985) and Scale of the source of stress at work (Popov, B. & Popov, S. 2013). The results show that total work burnout can be predicted with 24% of total variance the model is significant at the level, there by the most significant contribution to the model provides social support (β= -.238 p <0.01) and working atmosphere (β=.245 p <0.05). The obtained results are significant basis for undertaking preventive measures.

Keywords: work burnout, sources of stress at work, social support, health workers

Jelena Grubačić

WORKPLACE STRESS FACTORS
AT MANAGEMENT POSITIONS

Management position come with a higher level of responsibility, along with additional activities related to decision making, workflow monitoring as well as governing the staff and company in general, therefore we assumed that stress levels on these positions are higher. Research was conducted on state owned institution precisely, Ministry of Construction, Transportation and Infrastructure, Ministry of education and municipality of Vracar. The scope of management positions included was from department directors, from different sectors, to state secretaries. Depending on the place of work, there are different degrees of responsibility, so it can be assumed that between different levels of management the stress or work load strain levels also vary. Research is non-experimental, exploratory descriptive study/testing. Data has been collected throughout the scale for stress assessment at the work place, designed in accordance with Cooper's Model that was already applied for examining stress levels of teachers in elementary schools and high schools as well as examining stress levels for state clerks. In the research we conducted the sample consisted of 240 participants (60 of which were at management position), it was revealed that there is a difference in stress levels at management position, compared to the other employees. The stress level at management position is higher, as its average rate is 3.87 whereas average stress level rate at other positions is 3.31, so this difference is of statistical significance. The factors that were identified as stress triggers at management positions were: workflow organization, workload, competence demanded for successful execution, level of authority, interpersonal relationships, conflicts, professional specialization. The significance of this research is that it gives better insight into management positions, so it facilitates correction of interpersonal relationship, as well as the ability of mitigating workload strains or stress at the work place, through delegation of responsibility and better workflow organization.

Keywords: stress, work, managers.

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THE IMPACT OF SAFETY CLIMATE ON ORGANIZATIONAL HEALTH POLITICS AND INDIVIDUAL BEHAVIOR

Relatively little previous research has investigated the mechanisms by which safety climate affects organizational health practices and individual health behavior. This paper aims to report a study that addresses mainly managers' and workers' perceptions of safety and health behavior in the workplace. The research is conducted in a nuclear power plant using the NOSACQ-50 questionnaire for measurement of safety climate in organization (Torner et al., 2008; Kines et al., 2011) and two other scales designed for the purpose of the study - organizational health practices and individual health behavior (Troucheva-Naydenova, 2018 . The sample includes 425 employees divided in different groups according demographic and positional factors. Differences by education and position in the organizational hierarchy are established. The organizational safety climate consists the following dimensions: management safety priority, commitment and competence; management safety empowerment; and management safety justice; as well as shared perceptions of workers' safety commitment; workers' safety priority and risk non-acceptance; safety communication, learning, and trust in co-workers' safety competence; and workers' trust in the efficacy of safety systems. The results of correlation and regression analysis show that organizational safety climate exerted a significant impact on the efficacy of organizational health practices, and was positively related to employees' self reports of preventive individual health behavior as well as participation in health-related activities. Management safety justice and workers' safety priority and risk non-acceptance predict the individual health behavior of employees. It is concluded that some established safety issues can be resolved by the implementation of management practices for health and safety performance improvement.

Keywords: safety climate; safety performance; individual health behavior; organizational health practice

Tatyana Yordanova

THE NEED FOR EMOTIONS - A MOTIVE FOR INNOVATIVENESS OF THE CONTEMPORARY CONSUMER

This article explores the role of the need for emotions as a motivating factor of innate consumer innovativeness. The essence and peculiarities of the need for activating experiences are revealed. A comparison of the construct with Cacioppo and Petty's need for cognition (1982) has been made and its distinction from other constructs relating to the emotional sphere of the personality. The major research approaches adopted in the conceptualization of consumer innovativeness are analyzed. Results of an empirical study confirming the underlying assumption of the predictive ability of the need for emotional experiences on the personal dimension innovativeness in the area of consumption are presented. In particular, regression analysis shows that a stronger hedonic need determines a greater desire and readiness of the consumer to adopt the innovative product and to engage in innovative behavioral activity. The survey was conducted in a sample of 1106 Bulgarian respondents aged between 20 and 65, randomly selected. The research toolkit used a set of two methodologies - Manning, Bearden and Madden's scale for innate consumer innovativeness (1995) and Raman and colleagues` scale (1995), measuring the need for emotions that demonstrate good psychometric qualities. In addition, the results are interpreted in accordance with leading theoretical trends and research in the area under consideration.

Keywords: need for emotions, consumer innovativeness, need for cognition, adoption of innovation

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RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE AND JOB SATISFACTION AMONG TELECOMMUNICATION EMPLOYEES IN THE REPUBLIC OF MACEDONIA

The purpose of the study was to investigate the perceptions of organizational culture and the relationship with job satisfaction among telecommunication employees in the Republic of Macedonia. Organizational culture refers to a series of attitudes and behaviors adopted by employees of a certain organization, which affect its function and total well-being. Job satisfaction refers to the employees' perceptions of their working environment, relations among colleagues, earnings and promotion opportunities. 124 employees in Telecommunication Company in the Republic of Macedonia completed the Denison cultural survey for organizational culture and Minnesota Satisfaction Questionnaire for job satisfaction. A significant positive correlation between overall organizational culture and job satisfaction was found (r=0.70;p<0.01). There was a significant positive correlation between job satisfaction and the following dimensions of organizational culture: mission of the organization (r=0.65; p<0.01),adaptability of the organization (r=0.59; p<0.01),involvement - employee participation (r=0.71; p<0.01) and consistency in work (r=0.66; p<0.01).In addition, higher positive correlation was consistently shown to exist among external job satisfaction and each dimension of organizational culture when compared to respective relationship to internal job satisfaction and overall job satisfaction. Organizational Policy implications including work performance and future recommendations are discussed.

Keywords: organizational culture, job satisfaction, telecommunication, dimensions of organizational culture

CLINICAL PSYCHOLOGY

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Dillon Psychological Services

UNDERSTANDING AND MANAGING SUICIDALITY

Suicide rates increased between 1999 and 2016 more than 25 percent in US becoming one of three leading causes of death. Therefore, suicidal crisis needs to be considered as a public health priority where access to mental health screening needs to increase, and where both prevention as well as treatment need to be perceived as being equally valuable. This crisis affects people both with and without diagnosed mental health conditions. Psychology plays a very important role both in understanding and addressing the biopsychosocial underpinnings of suicidality. Considering that mental health profession has no ability to predict suicide and that at present there are no consistently reliable treatment techniques to prevent suicide, it is of great importance to review what we do know when it comes to managing suicidality. In the last three decades much has been learned about the dynamics of suicide and some treatment approaches have even offered promising empirical results. This presentation will review the major findings about the nature of suicide, address common myths about suicide, review the emerging treatment processes including three critical ingredients of Joiner's interpersonal approach to suicidal behavior (Joiner, 2005, 2007) and the dimensions of assessment and documentation that are essential for liability in the mental health practice. A relational and developmental context for managing suicidality will be put forth and fully discussed as well. The presentation will conclude with tendencies towards blame and self blame on the part of survivors including also therapists raising issues of responsibility, accurate assessment, thorough documentation, and professional liability.

Keywords: suicide, suicidal ideation, prevention

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EXAMINATION OF THE RELATIONS OF TWO PERSONALITY MODELS ON A CLINICAL POPULATION (HEXACO AND VP + 2)

This paper presents a research directed towards examining the relationships between two models of basic personality traits on the clinical population (HEXACO and VP + 2). More specifically, the objectives were to determine the reliability of the instruments, the inter-correlation between the basic dimensions of the instruments used and the discriminatory potential of HEXACO and VP + 2 in distinguishing healthy, neurotic and psychotic respondents. The study was conducted on a sample of 150 subjects, divided into three subsamples, 50 "psychotic", 50 "neurotic" and 50 "healthy subjects". Instruments used: The HEXACO Personality Inventory (Ashton & Lee, 2007) and the Big Five Plus Two Questionnaire - VP + 2 (Smederevac, Mitrović & Čolović, 2010). Reliability was tested by the method of internal consistency. It was found that VP + 2 compared with the HEXACO model has a higher degree of reliability. The HEXACO questionnaire has satisfactory reliability for the scales Agreeableness ($\alpha = 0.724$) and Extraversion ($\alpha = 0.708$), while the remaining scales are below the limits of acceptable reliability. On the seven scales of questionnaire VP + 2, six scales have acceptable reliability, and the largest one is for Neuroticism ($\alpha = 0.877$). By analyzing intercorrelation, the results showed that the largest overlap of the content of the dimensions of both inventories, have the dimensions of Extraversion, Conscientiousness and Openness. The negative correlation of Aggressiveness with Honesty and Agreeableness was determined. The dimension Negative Valence is related to all dimensions of the HEXACO model, while the dimension of the Positive Valence correlates with Honesty, Extraversion, Conscientiousness and Openness. The dimensions of Neuroticism and Emotionality are in statistically significant positive correlation. In assessing the success of predicting group's belongingness, it turned out that the VP + 2 model has a 10% better performance compared to HEXACO. The results are

consistent with the research of the relationship between the HEXACO and VP + 2 models.

Keywords: personality traits, HEXACO model, Big Five Plus Two model, clinical population

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PERSONALITY OF PEOPLE WITH SCHIZOPHRENIA ACCORDING TO THE THEORY OF TRANSACTIONAL ANALYSIS

Defense mechanisms are an integral part of the functioning of the ego states. Relying on the concepts of Transactional analysis, we were interested in finding if there was a link between script injunctions, life positions and defense mechanisms of people with schizophrenia. In particular, the aim was to examine the correlation between script injunctions and defense mechanisms and life positions and defense mechanisms of people with schizophrenia. The research involved 42 respondents with diagnosis of schizophrenia. Instruments used: the Script Injunctions Scale (Gavrilov-Jerković et al., 2010), the Life Positions Scale (Boholst, 2002) and the Life Style Index (Conte & Apter, 1995). In the first phase of the analysis, it turned out that seven of the twelve script injunctions reach the malignant level (T-score greater than 70) - "Don't be," " Don't be you," " Don't be a child," " Don't be important, "Don't belong "," Don't be close "," Don't be healthy "," Don't think " and " Don't feel ". The results show that the Intellectualization and Negation from the Life style scale, achieve the highest correlation and are statistically significantly related to all variables of the Script injunctions scale. All correlations are negative and range from $r = -0.381$ to $r = -0.733$ ($p < 0.01$). The results of the correlation analysis show that life positions ("I'm OK - You are OK", "I'm OK - You Are Not OK", "I'm Not OK - You are OK" and "I'm Not OK - You Are Not OK") achieve a connection of different intensity and in different directions with the mechanisms of defense as discussed in the paper. The obtained connections point to the importance of further investigation of the relationship of defense mechanisms, life positions

and script injunctions of people with schizophrenia and recognizing of possible causal connections.

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OUR BODY: A TOOL FOR INTEGRATION OF EMOTIONS AND CONSCIOUSNESS – PERSPECTIVE OF A BODY PSYCHOTHERAPIST

We discuss theoretical concepts of body oriented psychotherapy such as the connection between our body, emotions and consciousness. We explain how our consciousness is distributed throughout our bodies as well as how our muscular system is the physical representation of our thoughts and feelings. From the perspective of body oriented psychotherapy, the way person is treated by one's environment during childhood and early adulthood may lead to forming psychological and physical blocks. In other words, when the expression of emotions that could be perceived as inappropriate in one's environment such as anger or fear becomes suppressed, it as well becomes trapped on the somatic level. We discuss mechanisms that lead to the creation of these blocks that become automatic and unconsciousness throughout ones' adult life. As a consequence, we find dysfunctionality in everyday life on both psychological and psychosomatic level. Furthermore, our aim is to present ways to overcome these challenges. The body oriented psychotherapy is based on the integration of mind and body which makes the further growth of consciousness possible. By working with body awareness, we develop one's capacity to contain emotions, build healthy boundaries and lead a purposeful life. Finally, some theoretical concepts will be demonstrated during the practical part of the presentation.

Ana Petrović

Faculty of Philosophy, University of Belgrade; Tepsynthesis –
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USING AND ABUSING AGGRESSION AND POWER

This paper is a theoretical overview of two phenomena, power and aggression, based on two paradigms – transactional analysis and radix oriented body psychotherapy. The first part of the paper answers the following question – what happens between individuals, how some people impose their will abusing their power to control the others? The classification of power plays and possible ways to respond to those will be presented. The second part shows what happens within an individual – what determines if he/she feels powerful or powerless? The theory of agrasm gives us a broader understanding of the subject of aggression. Our culture perceives aggression as the destructive. However, understanding aggression is not that simple and one-sided. Working with people and their aggression shows that different destructive phenomena represent points of a wider spectrum called agrasm. It is literally the life expression in action. This is an active, outward type of reacting to a threatening situation and main power source of every individual. Destructive behavior and the need to control the others are characteristic for the early stages of development of aggression. It includes focus on personal gain, abuse of power positions and hurting others. At more developed stages, we acquire the need to protect ourselves and others. There are seven stages of agrasm development which will be concisely discussed. Finally, we will consider how all of the above is connected to the locus of control and personal sense of responsibility; possible ways of further research and what we can do to help the individual to deal with power issues.

Keywords: power plays, powerlessness, aggression, theory of agrasm.

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SYSTEMIC DYNAMICS IN DEPTH PSYCHOLOGY – A POSSIBLE DREAM STUDY

Everything existing in this world exists in some kind of system. No living being or matter can be abstracted from the system where it came from and it belongs to. Therefore, the mental life of the human being is part of the so-called world soul and is subjected to the invisible laws of the system dynamics like for example, in the family, the social system, the national dynamics, and in the whole existence, as well. The dream, on the other hand, as a psychological aspect of the sleep, is part of the mental system and is subjected to the laws of the individual soul, but also to the influence of the broader mental dimension, especially the subsystem called unconsciousness. This theoretical paper will deal with in-depth analysis, exploration, and explanation of the phenomenon of system dynamics in the dream and tries to inform about the world of the dream from a system-dynamic aspect, thus looking at the dream as part of the overall bio-psycho-social whole. The paper shall provide a detailed and analytical insight into the systematic view in general, as well as specific from the aspect of its significance for the depth psychology with a particular overview of the dream. In doing so, the authors bring this approach closer to the reader not only through theoretical analyses, but also through examples from praxis where the significance of system dynamics is shown.

Keywords: dream, depth psychology, system dynamics, system

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EMDR AND EMOTIONAL TRAUMA - A CHILD IN BATTLE WITH DISEASE AND MOCKERY

Emotional traumas cause negative consequences for a person as well as physical trauma. In the clinic of Dr. Amen (Daniel G. Amen, MD)

investigated were many emotional shocks after fire, flood, earthquake and car accident. People that have survived robbery, torture, rape, assault, wounds from firearms and knives, and so on. Policemen and firefighters grieving after losing friends or when in their hands children have died. Emotional traumas alter the function of the brain; it responds with the abrupt activation of certain systems. The scanners show that the limbic system, the circular fold, the basal ganglia, and the right temporal lobe become hyperactive. Blood levels increase stress hormone levels, which also has a negative effect on brain function. Chronic or prolonged stress releases hormones destroying nerve cells of the hippocampus, one of the major memory centers in temporal fragments. The EMDR therapy is ranked the highest category of effectiveness by the American Psychiatric Association (2004), the American Psychological Association, and the Department of Veterans Affairs and Defense (2004). Case Presentation: M. is 8 years old. She has been diagnosed with childhood arthritis for three years. Treatment is conducted with Methylprednisolone, Beta blocker, Metrexate and other medications. Unfortunately, long-term intake of corticosteroids has damaged the liver, kidneys and the circulatory system, increased blood pressure and developed as a side-effect of the corticosteroid lunar face and significant weight gain, resulting in the appearance of stretch marks almost anywhere on the body child's. The mockery, with which M. has to deal in her everyday life, further complicates her condition as a result of multiple emotional traumas.

EMDR: Eye Movement Desensitization and Reprocessing

Keywords: EMDR therapy, child arthritis, emotional traumas, stress

FAMILY PSYCHOLOGY

Svetislava Đuknić (Cecile Dillon)
Dillon Psychological Services

GRANDPARENT-HEADED FAMILIES: IMPLICATIONS FOR CLINICAL PRACTICE

The composition of families has changed in the last couple of decades to include grandparent headed households. According to Bachay (2012) the reasons for these changes are complex and compounded by both psycho-social and socio-economic factors. Almost 7.8 million children under age 18 live in homes with grandparents or other relatives (U.S, 2010 Censes, as cited in AARP Grandfacts, 2011). Therefore, it is of great importance that clinicians who work with children and families recognize this additional family composition and are able to provide appropriate interventions when called upon to do so. Grand-families, families in which grandparents and other relatives assume the responsibility of child's primary caregiver for biological parents who, for whatever reason, have become unwilling or unable to properly care for their child, face complex and multiple challenges. This family form touches all socioeconomic groups, geographical areas, cultures, and ethnicity. This presentation will address in what context these type of situations may arise and convey the importance of clinician's ability to provide continuum of assistance in a form of guidance, support, and psychotherapy to make a difference in many lives while attempting to keep families together. This presentation, mostly build on work of Hayslip (2013, 2008) and his colleagues, will focus on understanding grandparent caregivers by emphasizing their resilience and resourcefulness to reflect a strengths-based approach to caregiving as well as importance of benefit finding and positive coping that characterizes many grandparent caregivers. First, the positive

qualities that custodial grandparents possess, such as resilience, resourcefulness, and benefit finding will be discusses and it will be extended to include the larger context of grandparent's relationships with others. Then, intervention-based work taking a strength-based approach will be reviewed utilizing information from both qualitative and quantitative approaches. It will conclude with discussion using case summaries to review strengths-based interventions (ex.; filial family therapy; narrative therapy; structural family therapy) appropriate when working with custodial grandparent households. Practitioners will find this information to be a valuable resource in their work with grandparent

Keywords: families, families

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SELF-REPORTED AND PARTNER-REPORTED PERSONALITY TRAITS AS PREDICTORS OF MARITAL QUALITY[5]

The research problem is to investigate the relationship between self-reported and partner-reported personality domains and traits, and marital quality defined as dyadic adjustment in marriage. Personality dimensions are treated in accordance with Five factor model of personality, and measure by NEO-PI-R (Đurić-Jočić et al., 2004) while the marital quality is assessed by The Dyadic Adjustment Scale (DAS; Spanier, 1976). The sample consisted of 400 subjects, ie. 200 marital couples. The results of hierarchical regression analysis show that personality domains of women explain 18% of variation in their marital adjustment (self-reported Neuroticism, Extraversion and Openness), while the addition of their husbands' personality domains

can explains only 4% more variance in marital quality (partner-reported Agreeableness). For men, self-reported domains of personality explain 10,2% of the variation in DAS scores (self-reported Extraversion and Agreeableness), while wives' personality explain additional 10,9% variance of husbands' marital quality (partner-reported Extraversion). Analysis based on facets show that 30 different personality traits explained 49,6% (R^2= ,49, p<.001) of variance on marital quality for women and 46,4% (R^2= ,49, p<.001) for men. Precisely, self-reported Depression is negative predictor of marital quality, while Positive emotions are positive one, for both partners, regardless of gender. Also, for women, Anxiety and Sensation Seeking are positive and Self-Consciousness negative predictor, while for men Self-Consciousness is positive and Openness to Idea is negative predictor of one's perceived quality of marriage. When it comes to the partners' personality traits, husbands' vulnerability and positive emotions are significant predictors for wives' marital adjustment, while wives' traits does not predict marital quality of their husbands. The findings can be seen as a contribution of stable personality characteristics to understanding of partners relationships.

Keywords: personality traits, marital quality, dyadic adjustment in marriage, hierarchical regression analysis

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THE PSYCHOLOGICAL ASPECTS OF FERTILITY: POSITIVE AND NEGATIVE CHILDBEARING MOTIVATION IN A STUDENT POPULATION[6]

Studying parenthood motivation is important for understanding reproductive behavior, an important issue considering the global changes in fertility. This study included 350 students (291 women,

59 men) from Faculty of Philosophy, University of Niš. The MZR scale was used to measure parenthood motivation (Lacković-Grgin & Vitez, 2002), while negative childbearing motivation was measured on the CMS scale (Guedes, Pereira, Pires, Carvalho & Canavarro, 2015). Significant differences were determined in the prevalence of parenthood motivation in the population (Wilks' λ=.162, F=296.242, p<.001). On our sample the most pronounced is Altruistic motivation; then Instrumental – Continuing the family name. The third, fourth and fifth motivations – Fatalistic, Narcissistic and Instrumental-Marriage stability – do not differ significantly from one another, and only differ from the other types of measured motivation. The least pronounced motivations are Instrumental-Self-confirmation and Instrumental-Patriotic. There are also significant differences in the prevalence of negative childbearing motivation (Wilks' λ=.465, F=99.381, p<.001). On our sample no significant differences were found between two of the most pronounced negative motives, Social and ecological worry and Financial problems and economic constraints. The third most prevalent motivation - Childrearing burden and immaturity - does not differ significantly from Financial problems. Two of the least prevalent motivations, which indicated the greatest differences, are Physical suffering and body image concerns and Marital stress. In terms of gender, Altruistic motivation is more prevalent among the women, and Financial problems among the men (t=-3.361, p<.001; t=2.276, p<.05), although it should be kept in mind that there were fewer male respondents. Even though altruistic parenthood motivation is present in the student population, it is justifiable to assume that making the decision to have a child is also influenced by negative motivation, which should be given special consideration when creating measures for increasing fertility.

Keywords: the psychological aspects of fertility, positive parenthood motivation, negative childbearing motivation

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DECISION-MAKING IN CHILD PROTECTION

The purpose of the presentation is to illustrate the complexity, which characterizes decision-making in social work with child protection. Decision- making is one of the core tasks in the provision of social services in modern welfare states. It is a complex process, which determines who is eligible for particular services or benefits. The complexity means that it is difficult to find one right way to deal with child protection. Caseworkers will have to use short cuts – heuristics – in order to reduce complexity and get along. The recent research in decision-making emphasizes, that municipal caseworkers act by reducing complexity to certain aspects of implied situation guiding their actions. A closer look at decision-making processes in Danish municipal practice shows that social workers cannot explicate decision-making process - even in cases where children are placed in foster-care. University College Absalon carried out an explorative project within three Danish municipalities in order to find out, what social workers consider as important information, what kind of data they find relevant for their decision-making and how they systematize and analyze the collected information. The project vas a qualitative study of practitioners' choice of inquiry and analyzing focus, their problem understanding, awareness of multiple factors and dealing with complexity, risk assessments, decision-making tools, methods and finally their definition of terms (social constructions. The project findings reveal the main development patterns within risk assessment in child protection, k, which are by social workers and their organizations described as linear and systematic. However, their risk assessments and decision-making appear to be founded on a great deal of uncertainty, common sense judgements, insufficient case information, social constructions and categorization, normative approaches, presumptions and lack of evidence. The caseworker tend not to apply the scientific knowledge systematically and consistently; instead of, they rely on their intuition and make short cuts.

Keywords: Child protection, risk assessment, decision-making ecology

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VALUES AS THE PSYCHOLOGICAL ASPECT OF FAMILY PLANNING IN A STUDENT POPULATION[7]

Values are defined as deeply rooted, abstract motivations that guide, justify and explain our attitudes, norms and actions. The main aim of this study was to look into the current issue of changes in family planning through examination of differences in value system between young people who want or don't want children. This study involved 350 social sciences students (291 female, 83.14%), aged 18 to 26 (M=20.29). The shorter version of the Portrait Values Questionnaire (Schwartz, 2003) was used to assess values. PVQ is a six points Likert-type scale, consisted of 21 items that measure levels of expression of ten basic values: Power (M=3.10), Achievement (M=3.68), Hedonism (M=4.37), Stimulation (M=4.68), Self-Direction (M=5.34), Universalism (M=5.21), Benevolence (M=5.26), Tradition (M=3.84), Conformity (M=3.04), Security (M=5.11). These ten values construct an integrated structure of higher-order values on two orthogonal dimensions: Self-enhancement vs. Self-transcendence and Openness to change vs. Conservatism. According to the results, there are statistically significant differences in the levels of expression of individual values ($\chi2$=2069.07, p=0.000). All values differ from each other, except for Power and Conformity, as well as Self-Direction and Benevolence. There are differences in levels of expression among all of the higher-order values ($\chi2$=645.16, p=0.000). Majority of students wants to become parents (325 of them, 92.86%) and they have statistically significant higher scores on Tradition (Z=-3.57, p=0.000) and Conformity (Z=-3.62, p=0.000) compared to the students who don't want children (N=25). As for the higher-order values, Openness to change (Z=-1.98, p=0.048) is higher among students who don't want children, contrary

to Conservation (Z=-3.61, p=0.000) which is higher in the opposite group. Differences in relation to sex showed that only Benevolence is more pronounced in female subjects (Z=-2.38, p=0.017). The results are mainly in accordance with Schwartz's theory of values and the findings of numerous studies that derive from it.

Keywords: Schwarz's theory of values; family planning; attitudes towards parenting; students

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BATTERED CHILD SYNDROME - PROTECTION OF CHILDREN FROM ABUSE AND EDUCATION OF EXPERTS

Henry Kempe defines the battered child syndrome as "the clinical condition of children who have been subjected to serious physical abuse by parents or caregivers." The main subject of this paper is the battered child syndrome, the protection of children from abuse and the education of experts. The aim of the paper is to determine battered child syndrome in a psychological sense, on the basis of the references reviewed, including legal regulations in order to consistently develop adequate mechanisms for the protection of children from abuse, as well as education of experts in order to apply legal regulations and appropriate psychological support. In the paper, battered child syndrome is going to be discussed, including the characteristics that define such a condition, such as: child abuse, physical abuse, sexual abuse, emotional abuse, neglect and neglect of children, child exploitation and peer abuse. Also, the development of the child protection system against abuse and neglect in Serbia will be presented, including general protocols for the protection of children from abuse and education of experts for the implementation of general protocols for preventing and improving the quality of child protection from abuse, abuse and neglect. Based on the research carried out and the data taken from the Statistical Office of the Republic of Serbia, the

trend of criminal offenses against minors - children who were abused in the family by parents or guardians will be shown, which would entail adequate additional personalization of experts who deal with the protection and treatment of children from abuse and neglect in Serbia.

Keywords: battered child syndrome, protection, abuse, neglect, education

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THREATING ABUSERS IN PARTNER RELATIONSHIPS – THEORY FRAME

Domestic abuse is one of the most severe forms of women discrimination and violation of their basic human rights. If we are to combat domestic abuse it is necessary to include the abuser in some form of psychosocial treatments, which is in accordance with international and national standards. The thesis will examine theory frame of the treatment for abusers in partner relationships. Program that was implemented in 2011 in Serbia, is based on ATV program (alternative to violence) from Norway. The basis for the model are feminist theory, learning theory, as well as behavioristic cognitive theory assumptions. Both individual and group sessions are within the therapy scope. From feminist theory point of view, when we speak of abuse it is not the conflict of interest between equals, but it is a struggle for power/dominance of those initially unequal. Cognitive behavioristic theory focuses on violence and abuse during therapy, and it is considered that violence has dominant influence on marital interaction. Rational emotional behavioristic theory suggested psychological processes connection, while stressing the importance between thoughts and feelings. From these theoretical standpoints, treatment of the abuser is focused on a several characteristics, on emotional and cognitive level of the perpetrator that are identified as responsible for ongoing violent behavior. On emotional level, it is the invisibility of violence; that is the invisibility in relation to

other people, and invisibility in relation to abuser, which results from his active efforts to ignore it. On cognitive level, using strategies of externalization, denial, downplay and fragmentation, the abuser is estranged from his abusive actions ("I am not violent/abusive"). Level of learning: violence empowers the abuser, cultural level: patriarchal gender roles and attitude towards women. Assuming it is necessary to act on each level that facilitates ongoing abuse, while acknowledging individual differences, the treatment is based on 4 phases through which clients need be guided: Focus on abuse, focus on responsibility, focus on connection between personal history and current use of violence, focus on the aftermath of violence.

Keywords: treatment abuser, feminist theory, cognitive behavioristic theory, emotional level, cognitive level, level of learning.

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THERAPY WITH ABUSERS IN PARTNER RELATIONSHIPS – PRACTICE EXPERIENCE

Treating the abusers in partner relationship represents a form of psychosocial work with a goal of convincing the abuser to accept responsibility for abusive behavior, by examining the consequences of abusive behavior and by adopting non-violent traits and code of conduct. The purpose of the treatment is to end the violence and facilitate long-term and sustainable safety of women and children or victims of abuse. Special attention is given to development of motivation. At the beginning of the treatment it is necessary to focus therapeutic techniques and innervations on transforming, mainly external motivation into inner motivation. In the research, we have displayed experiences in preparing the treatment with basic number and structure analysis of clients. In terms of the application of the same it was put into practice in Counseling for marriage and family at the Center for Social Work *Sveti Sava* in Nis from 2012 -2016. Clients in treatment were men who abused their women partners. It is

necessary that they have at least minimal motivation to confront what they have done and accept the treatment. Current social service work and professional help is mainly focused towards working with victims of abuse, while treatment of the abusers was neglected. Without organized work with the abusers we are decreasing the chance to help the victim and we are not addressing the problem and working towards solution systematically. Treatment is conducted once the violent act is brought to an end and social innervation has been done. We also take into an account the clearly predicted contradictions, as well as the fact that abusers in question have been reported for the first time and that children and women had no severe injuries.

Keywords: treatment of the abusers, abuse in partner relationships, treatment evaluation, effects of the treatment.

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FUNCTIONALITY OF THE FAMILY, CHARACTER TRAITS AND AGGRESSION OF ADOLESCENTS

Aggression, as the socially unacceptable behavior, is becoming a more common occurrence among children and adolescents, in our environment. Numerous studies have shown that aggressive behavior in children and adolescents greatly results from behavior of the parents, as well as the quality of emotional relationship that is developed between a child and a parent. The goal of this research is to examine the connection between functionality of the family, personality traits and aggression in adolescents. Research sample consists of 200 participants, 100 elementary school students (8th grade) and 100 high school students. Family functionality was examined using FACES IV questionnaire (Olson, Gorall I Tiesel, 2005), personality traits were examined using Ajyenk's EPQ test, and adolescent aggression using aggression questionnaire (Žužul, 1987).The research was carried out in Sjenica. The sample was suitable and gender ratio was equal, age of the participants was between 14 and 18 years. The results revealed that there

is a significant statistical negative correlation between family cohesion and verbal aggression manifestation and physical aggression manifestation. Family communication is in a statistical significant negative correlation with verbal sanitation of aggression, physically manifestation of aggression, and latent physical aggression. Extroversion, is not in a statistical significant connection with any type of aggression, whereas neuroticism is in a statically significant correlation with verbal manifestation of aggression, indirect aggression, and latent physical aggression. Psychoticism is in statistical significant correlation all forms of aggression, and in negative correlation with family cohesion and communication. Positive correlation was established between psychoticism and disinhibition. Extroversion is in statistical positive correlation with cohesion, flexibility and communication. In negative correlation with disarrangement. Neuroticism is in statistically significant positive correlation with disarrangement and in negative correlation with communication. There is a statistically significant difference between male and female participants, on physical manifestation of aggression variable. Male participants, are more inclined to this form of aggression than female participants. Age difference of participants is only relevant for physical manifestation of aggression.

Keywords: Aggression, functionality of family relations, dimensions of personality, adolescents

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INTIMATE PARTNER VIOLENCE, ATTITUDES TOWARDS GENDER EQUALITY AND SELF-ESTEEM OF FEMALE STUDENTS[8]

Experiences in partner relationships that are gained during adolescents and youth are the basis for the relationships during adulthood. Therefore, examining violent behavior in relationships

of young people is an important factor for systemically approach to suppression of partner violence and for early prevention of the same. The goal of this research is to examine whether violence in female students' relationships can be predicted based on adopted traditional or egalitarian attitudes towards gender equality and based on level of self-esteem that is assessment of own achievements and value. Research sample consisted of 180 female students from Faculty of Philosophy, who are in a relationship or had a relationship in past 6 months. We used Partner abuse questionnaire (Ajdukoviæ, Löw and Sušac, 2011) that consists of sub-scales for assessment of mental, physical and sexual violence; Attitudes towards gender equality scale (Ravliæ and Raboteg-Šariæ, 2004) that consists of sub-scales for assessment of attitudes towards parenting roles, social-interpersonal-heterosexual roles, professional, marital and education roles and Self-esteem scale (Rosenberg, 1965). Regression analysis was applied and it revealed that examined predictors could explain 6,2 % of committed mental violence (R=.305, R2=.062, p<.009), and that statistically significant predictors are only attitudes towards marital roles ($\beta = ,365$ p < .014). For committed physical violence the examined predictors explained 10,8% of variance (R=.372, R2=.108, p<.000), and statistically significant predictors are self-esteem ($\beta = -,158$ p < .039), adopted attitudes towards parenting roles ($\beta = -,404$ p < .006) and attitudes towards marital roles ($\beta = ,384$ p < .008). The scale for assessment of sexual violence, was found to be unreliable, so it was excluded from analysis. The results revealed that mental violence in female students' relationship can be predicted based on attitudes towards gender equality in terms of marital roles, whereas physical violence can be predicted based on the degree of self-esteem and attitudes they have towards equality of marital and parenting roles. The percentage of explained variance is not high, which implies that intimate partner violence needs to be examined using other variables.

Keywords: violence, partner relationships, attitudes, equality, self-esteem

PSYCHOLOGY OF ATTACHMENT

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DISORGANIZED ATTACHMENT PATTERNS IN ROMANTIC RELATIONSHIPS

The basic subject matter of this research is understanding the romantic relationships of individuals with disorganized types of attachment organization. Based on the existing theoretical findings, it can be assumed that disorganized attachment consists of certain dimensions of affective attachment (a negative self-image and negative image of others, unresolved anger and unresolved family trauma), as well as that individuals with disorganization attachment primarily have problems with emotional regulation and the capacity to mentalize in their romantic relationships (a reflective function). The research was carried out on a sample of 300 students (252 females and 48 males), aged 19 to 24. The measuring instruments included: The Adult Disorganized Attachment scale (ADA) (Paetzold et al., 2015), The UPIPAV-R questionnaire for the assessment of the attachment quality of adults (Hanak, 2004, Vukosavljeviæ-Gvozden & Hanak, 2007), The State Difficulties in Emotion Regulation Scale (S-DERS) (Lavender, Tull, Di Lillo, Messman-Moore and Gratz, 2015) and the The Reflective Functioning Questionnaire (RFQ, Fonagy et al., 2016). The results have confirmed most of the initial hypotheses. The dimensions which predominantly explain the quality of the disorganized attachment of an individual include: a negative self-image and negative image of others, unresolved family trauma and unresolved anger. The hypothesis that we can predict the tendency for chaotic functioning in romantic relationships based on difficulties with emotional regulation (both one's own and those of others) has also

been confirmed. The hypothesis regarding the possible predictability of disorganized attachment in romantic relationships based on a low reflective function, or hypomentalization, was also confirmed. We can conclude that disorganized attachment can be responsible for the failure of romantic relationships as a result of difficulties with emotional regulation and the lack of development of the capacity to mentalize, which might be significant indicators for the psycho-therapeutic work with individuals with this type of attachment organization.

Keywords: disorganized affective attachment, dimensions of attachment, reflective function, emotional dysregulation

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DIFFERENCES BETWEEN ATTACHMENT STYLES IN THEIR CAPACITY TO MENTALIZE

The concept of mentalization is a much researched concept in psychology nowadays, and one of its roots is attachment theory. Regarding previous said, the aim of this research was to check the relation between four attachment styles and the capacity to mentalize. Instruments used in this research were: questionnaire for assessing attachment among adolescents and adults (UPIPAV: Hanak, 2004), for measuring four attachment styles: dismissive, fearful, secure and preoccupied. The second used instrument was The mentalization scale (MentS: Dimitrijevic et al., 2017), which measures: mentalization of self, mentalization of others and motivation for mentalization. The sample was convenient and it was consisted of 142 students, with average age of 20.24, of both sexes (F=100; M=23; Unspecified=19). The data was analyzed using ANOVA, whereas factor variable was variable measuring four attachment styles, while dependent variables were three measuring subjects of The mentalization scale. The results have shown that there are differences between attachment styles on all three measuring subjects of the mentalization scale. For mentalization

of self [F(3)=21.382; p=.000] post hoc testing has shown that there are differences between all attachment styles, except between fearful and preoccupied attachment. The secure attachment has the best mentalization of self. For mentalization of others [F(3)=5.711; p=.001] post hoc testing has shown that differences exist only between preoccupied and dismissive attachment style, and that those differences are in favor of dismissive attachment. When it comes to motivation for mentalization [F(3)=7.440; p=.000], post hoc testing has shown that preoccupied attachment differs from the remaining three attachment styles, and that all those differences are in favor of other three attachment styles. In conclusion, from the results can be seen that differences between attachment styles, when it comes to capacity to mentalize, do exist, which means that the initial hypothesis of this research was confirmed.

Keywords: Attachment styles, Mentalization, Early relationships, Understanding others, Understanding self

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ACTIVATION OF ATTACHMENT SYSTEM AND ATTACHMENT STABILITY IN STRESSFUL SITUATION

The aim of this study was to examine the attachment stability in a stressful situation that activates the attachment system. For purpose of that, we created an experimental story which involved the participants in a stressful situation. The main goal of the story was to activate the attachment system. Stability of attachment was measured with Relationship Questionnaire (Bartholomew & Horowitz, 1991) before and SM-ECR-R Questionnaire (Hanak & Dimitrijevic, 2013) after the stressful situation. The sample consisted of 100 female participants, mean age 20.83 (SD = 1.48). The results indicated a fair agreement between attachment patterns before and after the stressful situation.

The agreement was lower when initial attachment patterns from the RQ Questionnaire and patterns extracted from SM-ECR-R Questionnaire using cluster analysis, were compared (κ =.212, p =.000). Attachment patterns extracted from SM-ECR-R using classical extraction showed slightly more agreement with the initial RQ patterns (κ =.372, p =.000). Those two methods of attachment pattern extraction from SM-ECR-R Questionnaire also show fair agreement (κ =.270, p =.000). Moderate and high correlations between anxiety dimension and model of self (r = -. 544, p =.000), and also between avoidance dimension and model of others (r = -. 627, p =.000) indicate that there was a statistically significant correlation between attachment before and after the stressful situation. These results showed that stressful situation on the micro level isn't causing that strong attachment change as it seems from the previous analysis. These results probably were masked by group membership, during attachment pattern comparison. The results also indicate a higher theoretical and empirical justification for using classical extraction of attachment patterns from the SM-ECR-R Questionnaire.

Keywords: attachment system activation, attachment stability, stressful situation, experimental study

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RELATIONS BETWEEN ATTACHMENT THEORY, DRIVERS AND LIFE POSITIONS

The attachment theory and the transactional analysis represent two psychological approaches to the study of the emotional development of an individual, as well as the interaction of an individual with the people from his/her environment and the quality of these relationships. Although they have different terminology and methodology, they have a certain aspects of theoretical overlap. The purpose of this paper is to determine the relations of some constructs of these two approaches – dimensions and attachment styles, drivers and life positions. The sample consisted of 324 participants

(50.6% female).The following instruments were used: for the assessment of the attachment dimensions - SM-ECR-R (Hanak & Dimitrijević, 2013), for the assessment of drivers - Working Style Questionnaire (Frančeško, Kosanović & Kajon, 2005) and for the operationalization of life positions - Scale of Life Positions (Budiša, 2009). The results of multivariate analysis of variance show that there are statistically significant differences between attachement styles and drivers ($F(10, 628)=2.51$, $p<.01$, *Wilk's* $\lambda=.92$, $\eta^2=.04$), as well as between attachement styles and life positions ($F(8, 630)=17.82$, $p<.001$, *Wilk's* $\lambda =.67$, $\eta^2=.19$). With the univariate analysis, it was found that the attachment styles are statistically different compared with the "Please Others" driver ($F(2,318)=4.44$, $p<.05$, partial $\eta^2=.03$). The statistically significant differences between attachment styles and each dimension of life positions are also confirmed: I - ($F(2,318)=42.25$, $p<.001$, partial $\eta^2=.21$), You+ ($F(2,318)=27.84$, $p<.001$, partial $\eta^2=.15$), I + ($F(2,318)=25.07$, $p<.001$, partial $\eta^2=.13$) i You- ($F(2,318)=18.51$, $p<.001$, partial $\eta^2=.10$). The conclusion of this paper is that the attachment styles achieve a partially presumed relationship with the constructs of transactional analysis, but there are certain inconsistencies which are not in accord with theoretical expectations. Additionally, the relation of both attachment dimensions and styles with life positions is more corroborated with empirical data than the relation between attachment and drivers.

Keywords: Attachment theory, attachment styles, attachment dimensions, transactional analysis, drivers, life positions

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UNDERSTANDING SUPERSTITION IN DEVELOPMENTAL CONTEXT OF ATTACHMENT AND LOCUS OF CONTROL

Superstition can be defined as an irrational or groundless belief. Person with positive self-image won't have the need for approval from the surrounding. Next, relationship with others are based on closeness and trust. On the other side, the negative self can seek for confirmation

in the surrounding and can be potentially prone to, in exchange for positive self-image accept the explanation which can be unreal and unfounded. Confirmed connection between superstition and the external locus of control, leaves a lot of space for probable impact of development factors as addition for understanding superstition, behind externality who propose believe that the events are the product of chance, luck, or the influence of other people. The aim of this research is to examine the relations between attachment and superstition, and the probable impact of attachment in prediction of superstition, when the impact of external locus of control is controlled. The sample consisted of 342 respondents (m-108; f-234), mostly students (71.3%), and the rest is consisted of employee (19.9%) and unemployed (8.8%), aged 18-49 (M=25.36; SD=6.79). Measuring instruments used are: Superstition scale (Žeželj at al., 2009), Externality scale (Bezinoviæ, 1988) and revised Adult Attachment Scale (Collins, 1996). Result shows that Superstition is correlated with both dimensions of attachment, positively with anxiety (r=.32; p<.01) and negatively with close/depend (r=-.13; p<.05). Hierarchical multiple regression analysis is executed, with two sets of predictors. The first set is consisted of dimension of externality (R2=.32; F(1,337)=157.03; p<.00) and it's significant predictor (β=.56; p<.00) of superstition. After the entry of dimension of attachment (ΔR2=.33; F(3,335)=54.83; p<.00) significant predictors of superstition are externality (β=.52; p<.00) and anxiety (β=.13; p<.05). Dimension of attachment explained additional 1.1% variance of superstition, after the removal of the impact of externality. The results of research confirmed hypothesis about the correlation between two dimensions, attachment and superstition. Attachment altogether with externality, is making contribution in the prediction of superstition. This should serve as suggestion that there should be implemented other variables that are in relation to the development context.

Keywords: superstition, external locus of control, adult attachment

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DIMENSIONS OF ATTACHMENT AS PREDICTORS OF ANXIETY AND ASSERTIVENESS[9]

In this research, we aimed to investigate whether anxiety and assertiveness could be predicted by dimensions of attachment. The sample consisted of 101 students from Kosovo (average age 22 years old). The instruments used were Spielberg's Test Anxiety Inventory (Spielberger, 1983), Questionnaire for assessment of attachment of adults (Hanak, 2004) and Scale of assertiveness (Zdravković, 2007). Regression analysis and group comparison techniques were used to analyze the data. The results showed that 31.8% of variance of the criterion variable Situational Anxiety (R^2=0.318, p<0.01) and 51.9% of variance of the criterion variable General Anxiety (R^2=0.519, p<0.01) can be explained using the model that consisted of dimensions of attachment. Statistically significant partial contribution to predicting the variable Situational Anxiety was confirmed for the following predictors: Unresolved Family Trauma (β=0.311, p<0.01), Fear of Losing an External Safety-base (β=0.226, p<0.05) and Negative Self Model (β=0.371, p<0.01). Based on the same model, it was possible to explain 31.8% of variance of the criterion variable Assertiveness (R^2=0.318, p<0.01). Significant predictors were dimensions Negative Self Model (β= -0.457, p<0.01) and Poor Anger Regulation (β=0.300, p<0.01). A comparison of the groups according to the average scores showed that there were statistically significant differences between groups in the dimension Fear of Losing an External Safety-base (F=3.592, p<0.05). Higher scores on this dimension were achieved by students whose average grade during studies was below 9, as compared to students whose average grade was between 9 and 10.

Sociodemographic variable Age of the Student had statistically significant negative correlation with attachment dimensions Using an External Safety-base (r= -0.281, p<0.01) and Fear of Losing an External Safety-base(r= -0.400, p<0.01). Based on the results of the research we can conclude that early experiences in the mother-child relationship could play a significant role in the development of anxiety in the life of an individual as well as in accepting the assertive style of communication.

SYMPOSIUM
NONVERBAL COMMUNICATION

Igor Stamenković

FACIAL CUES OF DECEIT

The goal of this research was to explore and describe the nonverbal facial cues to deceit and determine their relation to untruthful behaviour. The untruthful behaviour is induced by asking the subject to lie about his attitude towards various important topics. The sample consists of 60 students from the University of Nis, their age ranging from 18 to 26 years (M = 21.48, SD = 1,75). The questionnaire, which was constructed for the specific needs of the research, was used to assess the level of subjective importance of various attitudes and topics. For the analysis of nonverbal facial behaviour, which was filmed during truthful and untruthful statements, FACS 2002 (Facial Action Coding System, Ekman & Friesen, 2002, 1978) was used. The relationship of untruthful behaviour and nonverbal facial cues to deceit was tested via point-biserial correlation and with chi-squared test. Results show that there is a statistically significant correlation between untruthful behaviour and the more frequent manifestation of micro expressions ($r = .306$, $p < .01$), visible efforts to squelch an expression ($r = .219$, $p < .05$), asymmetry of facial movement on the left or the right side ($r = .382$, $p < .01$), more frequent manifestation of false smiles ($r = .277$, $p < .01$), mistakes in location ($\chi2 = 12.110$, $p < .01$) and with increased movement of head and eyes ($\chi2 = 14.579$, $p < .01$). There were no differences between sexes regarding the nonverbal facial cues to deceit. The purpose of this research was primarily explorative and the presented results may be used as guidelines for more methodologically detailed studies.

Keywords: deceit, micro expressions, squelched expressions, asymmetry, false smile

Nemanja Mitrović

DECIPHERING FACIAL EMBLEMS OF POLITICIANS AND EMOTIONAL COMPETENCE

The goal of the study presented in this paper was to examine the degree of success in deciphering the meaning of facial emblems, which included qualitative analysis of social context in which they appeared and the description of facial configurations. Furthermore, multiple regression analyses were performed to evaluate emotional competence as a predictor of success in deciphering the meaning of facial emblems. Stimulus material included 20 short video clips of politicians and their facial emblems, which were extracted from various TV shows. Qualitative analysis of stimuli involved the use of Facial Action Coding System (FACS, Ekman & Friesen, 1978, 2002) for description. The study included 100 psychology students and 100 technical students, all studying at University of Niš and aged from 19 to 25 years. Test procedure included showing video clips to participants and giving them some time after every video clip for an answer to the question: "What did the following person wanted to show with his nonverbal behaviour?". Furthermore, participants had to fill shorter version of Emotional Skills and Competence Questionnaire (ESCQ, 1998), ESCQ-45, made by Vladimir Takšiæ. The results show that participants were highly successful in deciphering the meaning of facial emblems. Their answers were grouped in three categories by level of precision: correct, partially correct and wrong answers. In 9 of 20 cases, most of the participants gave the correct answer while in 5 of 20 cases, most of them gave partially correct answer. Of three subscales of emotional competence, only one of them - called The Express and Label emotions scale - is statistically significant predictor of success in deciphering the meaning of facial emblems (β=0.185, t=2.383, p<0.05). Statistical analyses confirmed that professional orientation is in correlation with success in deciphering the meaning of facial emblems (t = 3.331, p<0.01). Partial correlations showed that gender differences can be explained by professional orientation.

Keywords: facial emblems, emotional competence, FACS, video clips

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RECOGNITION OF EMOTION
AND ADULT ATTACHMENT

The main aim of this study was to examine the relationship between affective attachment and accuracy in decoding of facial expressions of basic emotions (anger, contempt, disgust, fear, happiness, sadness and surprise). It was expected that with the higher level of dimensions (anxiety and avoidance), the level of success in identifying facial expressions of emotions would get lower. The sample of respondents included 249 students of different professional orientations at the Faculty of Philosophy, University of Niš, Serbia. The gender structure consisted of 59 (23.7%) males and 190 (76.3%) females. The average age was 22.13 (SD = 1.596) years. As a stimulus, we have used a collection of photos, Matsumoto and Ekman's Japanese and Caucasian Facial Expressions of Emotion (JACFEE, 1988). Also, we have used ECR-r- Questionnaire for the evaluation of the pattern of affective attachment (Fraley, Waller, and Brennan, 2000). The results indicated that the avoidance correlates negatively with the subjects' success in identifying facial expressions of anger ($r = -.160$; $p = .012$), disgust ($r = -.194$; $p = .002$), happiness ($r = -.199$; $p = .002$), sadness ($r = -.204$; $p = .001$) and surprise ($r = -.139$; $p = .028$). The anxiety correlates negatively with the accuracy in decoding of facial expressions of basic emotions: anger ($r = -.297$; $p = .000$), contempt ($r = -.294$; $p = .000$), disgust ($r = -.263$; $p = .000$), fear ($r = -.249$; $p = .000$), happiness ($r = -.253$; $p = .000$), sadness ($r = -.298$; $p = .000$) and surprise ($r = -.233$; $p = .000$). The hypothesis on the connection of dimensions of affective attachment and the success in identifying basic emotions has been confirmed.

Keywords: recognition of emotion, adult attachment, facial expression, accuracy

Bobana Petrović

FACIAL EXPRESSION OF EMOTION OF DISGUST, AND SOCIAL IMPACT

The main problem with which this research has dealt is to investigate the existence of the effect of social influence on the facial expression of disgust and, what kind of an influence it is. In addition to the basic problem, this study has dealt with the question of which types of causes trigger the expression of emotion of disgust, and how the two different types of causers (body and the socially unacceptable one) affect the facial expression of disgust in relation to gender. Also, the research has dealt with the answer to the question whether the intensity of facial expressions of disgust differs in males compared to the intensity of facial expressions of disgust in female subjects, with and without the presence of social impact. The sample consisted of 116 individuals of student population. Part of male examinees (19), and half of the total sample of examinees (34 students), formed the experimental group of the research. Facial Action Coding System (FACS) instrument was used to determine the impact of social pressure on the facial expression of emotion of disgust, while for the collection of general data about the examinees (gender, age, education) a questionnaire, which was drawn up for the purposes of this research, was used. The results show that there is an influence of social pressure on the facial expression of the emotion of disgust. There is a statistically significant difference in facial expressions of disgust, regarding the presence /absence of social impact. There is a statistically significant difference in the control and regulation of emotional facial expressions of disgust in relation to gender, amount of reaction, intensity, amount of disguise emotions, in terms of the number of responses, and there is a statistically significant difference in the number of action units of facial expressions and emotions of disgust.

Keywords: facial expression, social impact, disgust, moral disgust, physiological disgust, FACS

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BOTH EXPRESSED EMOTION AND TYPE OF POWER OF PERCEIVED PERSON AFFECT THE DOMINANCE PERCEPTION

Keltner and his associates have formulated a theory speculating that higher level of power is associated with the *approach – related system*, and frequent expression of both positive emotions, and those related to irritability (e.g. happiness, anger). Lower level of power is, on the contrary, associated with the *inhibition-related* system, which means that people with this system usually express negative emotions (e.g. sadness, fear, shame). The aim of this research was to empirically test Keltner and associates theoretical assumptions. More precisely, we wanted to know whether it is possible to form an impression of the dominance of the perceived person based on the expressed emotion. Having in mind that the perception of dominance depends on multiple factors, the research also explores the role of different types of power that the perceived person possesses. Stimulus material consists of 24 photographs of male and female faces, expressing emotions of anger (8), sadness (8) and happiness (8). Below each photo, an occupation of the person is given. These occupations, actually, represent the prototype of a certain type of power (e.g. manager vs. courier). The sample consists of 100 participants. The results of this study show that there is the main effect of the expressed emotion (F = 70.986, p < 0.005), and the main effect of the type of power (F = 21.527, p < 0.005). There is also a significant interaction between the expressed emotion and the type of power (F = 45.779, p < 0.005). The results do not corroborate completely the Keltner's theory, as they point out the importance of taking into account the role that person has. Both expressed emotion, but also the power that role has can influence our perception of dominance.

Keywords: Approach/Inhibition theory of power, dominance, emotion expression, type of power

POSTER SECTION

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ATTITUDE TOWARDS DISCRIMINATION OF PEOPLE WITH MENTAL ILLNESS

Aim of this study was to examine if belief held by general population about discrimination of people with mental illness is related to their expressed discrimination towards them. We asked participants if they think that people with mental illnesses are discriminated against in society using single question: "Do you think that people with mental illness experience discrimination and stigma even nowadays due to their mental health problems?". Attitudes toward mentally ill persons were assessed by UK Department of Health Attitudes to Mental Illness Questionnaire (AMI). Furthermore, participants were asked about different level of contact with person with mental illness. Results showed that 51.2% of participants responded that people with mental illnesses are discriminated a lot in society, 40.3% thought that they are discriminated a little and 8.5% did not think that they are discriminated against. Chi-square test did not find a difference in belief about discrimination of people with mental illness regarding previous contact with them. Independent samples t-test, when controlling for Bonferroni correction, showed that the participants who felt that people with mental illnesses are discriminated against expressed more positive attitudes on AMI scale (t(502) = 5.037, p <. 001; M = 3.57, SD = .45) and tolerance and support for community care subscale (t(502) = 5.869, p <. 001; M = 3.76, SD = .5) than the participants who indicated that people with mental illnesses are not discriminated against in the community (M = 3.2, SD = .53 for AMI

and M = 3.28, SD = .58 for tolerance and support for community care). Results showed that majority of the sample believed that people with mental illness are discriminated against in society at some level. Furthermore, participants who believed that people with mental illness are discriminated held positive attitudes.

Keywords: belief, mental illness, attitude, discrimination

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SELF-CRITICISM AND EYE TRACKING OF ANGRY AND NEUTRAL FACES DURING EMOTION RECOGNITION TASK[10]

Even though self-criticism as a vulnerability factor for psychopathology has been receiving considerable amount of research, there has been only a scarce work on the gazing patterns of self-critical people. The purpose of this eye tracking study was to explore the relationship between self-criticism and gazing while recognizing facial expressions of anger and neutral midst all six primary emotions. 40 participants from a convenience sample were asked to complete Forms of Self-Criticising/ Attacking & Self-Reassuring Scale (FSCRS; Gilbert et al., 2004) and a face emotion recognition task. Their eye movements were scanned by a Tobii X2 60 eye trackers. Participants watched photos from The Umeå University Database of Facial Expressions (Samuelsson, Jarnvik, Henningsson, Andersson, & Carlbring, 2012) representing anger, fear, sadness, surprise, happiness, disgust, and neutral expressions. There were 42 photos presented randomly on the screen and participants were also asked to identify what emotion they had seen. We found out that high self-critical participants (scoring high in Hated and Inadequate Self of FSCRS) had significantly more probability to interpret neutral face expressions as

negative emotional expressions than low self-critical participants. There was a tendency found out that high self-critical participants pay less attention to the eye region of the face while identifying the emotional expression of anger. The results are important for understanding the role of self-criticism in relation to gazing and identification of the primary facial expressions. The findings contribute to deeper knowledge of the specific gazing behaviour of high self-critical people as well as their identification of emotions. The findings seem to be promising for further research on diagnostics, and development and evaluation of the interventions for high self-critical people.

Keywords: anger, emotion recognition, eye tracking, neutral, self-criticism

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CZECH AND SLOVAK DIFFERENCES OF COMPASSION AND SELF-COMPASSION – QUALITATIVE RESEARCH ANALYSIS OF THE FREE ASSOCIATIONS

So far, little is known about cross-cultural differences in how people of different cultures perceive compassion and self-compassion. Also, the use of qualitative methodology in the study of these phenomena is scarce. Therefore, we analyzed differences in the first three associations for compassion and self-compassion between participants from Czech (96) and Slovak (151) republic. We provided qualitative research with one member of a core team and one auditor. For Slovak as well as Czech students of psychology the most frequent domain for compassion and for self-compassion was the Emotional aspect. The findings of our study showed that Slovak and Czech participants see compassion as mainly comprising of empathy, emotions of love, sadness and remorse, cognitive understanding, behavioral displays of help, physical and mental closeness. For Slovaks, compassion is

directed mainly towards close people as family and friends and then to vulnerable people. However, in Czech sample, compassion is directed mainly towards vulnerable people, and then to all the people in general and at the end to close people, family and friends. Compassion occurs in situations of either loss or any other kind of suffering. In Czech sample, there were much more associations with situations of disease. Slovak and Czech participants see self-compassion primarily in terms of positive emotions of love, negative emotions of sadness and remorse, cognitive understanding, behavioral displays of help and favor to self. Self-compassion occurs for them mainly in situation of inner suffering or externally from difficult and painful situations. Though, in Slovak sample, self-compassion was more tied to emotions of unhappiness, and calmness, and providing self-support and self-assurance. While in Czech sample, self-compassion was more allied to cognitive balancing and providing self-care. Generally, the results of qualitative analysis of Czech and Slovak associations with compassion and self-compassion were very similar.

Keywords: compassion, cross-cultural, free associations, self-compassion

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MODERATING EFFECT OF THE PERCEIVED FAIRNESS OF THE DIVISION OF THE HOUSEHOLD LABOUR: CONCEPTUAL AND PRACTICAL IMPLICATIONS FOR INCREASING GENDER EQUALITY POLICIES EFFECTIVENESS

This study primarily aimed to investigate moderating effect of the perceived fairness of the division of the household labour between partners on the relationship between the actual division of labour and marriage satisfaction among Bosnian and Herzegovinian women. The sample in this study consisted of 178 women who live with their

partners. Questionnaire used for the purpose of this survey consisted of 13 likert scale items. First part of the questionnaire assessed actual household labour division and included 7 questions scale pertaining to how specific household labour activities were divided between respondent and their spouse. Respondent's perception of fairness of household labour division was assessed by answering one item measure of perceived fairness of household labour, while perceived marriage satisfaction of a spouse was assessed with final 5 items scale. The results of mediation analysis indicated that the total effect of actual division of household labour on relationship satisfaction (b = 0.27, BCa CI [0.12, 0.43]) was fully mediated through perception of fairness of division (b = 0.14, BCa CI [0.07, 0.28]), leaving the direct effect of labour division on relationship satisfaction nonsignificant (b = 0.14, BCa CI [-0.02, 0.29]) after mediating variable was included in the analysis. We discuss conceptual aspects of the results as well as normative implications of the findings for increasing gender equality policies effectiveness.

Keywords: household labour division, marriage satisfaction, gender equality, policies

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CYBERBULLYING , DEPRESSION, ANXIETY AND STRESS

Cyberbullying is a form of harassment using electronic means. Researchers focus mainly on this phenomenon among teenagers, but people of all ages are exposed to it. The aim of the present research was to investigate the experience of cyberbullying in relation to depression, anxiety and stress. We used a questionnaire, developed in an earlier stage of our research and based on qualitative data. It contains 7 demographic items and 10 items, that examine ten different forms of cyberbullying: rudeness, insults, threats, denigration, impersonation, outing, exclusion,

fighting, cyberstalking and sexual cyber harassment. Possible answers are "Never" (1), "1-2 times" (2), "Once a week" (3) and "Many times a week" (4). The sum score can range from 10 to 40. For screening symptoms of depression, anxiety and stress we used the Depression Anxiety and Stress Scale (DASS-21). In an online empirical study we reached 479 respondents (women n=300 and men n=179), aged between 18 to 25. The results show that fighting in Internet is the most common form of cyberbullying among our participants; impersonation, on the other hand, appears to be rather rare. Furthermore, we find some significant gender differences. For instance, women experience sexual cyberharassment more frequently than men. The male participants report rudeness and insults as the most frequent cyberbullying forms. Most of cyberbullying forms correlate significantly with depression, anxiety and stress, which suggests that frequent exposure to cyberbullying may become a factor contributing to diverse health issues. These results can be used in designing programs for prevention of and coping with cyberbullying.

Keywords: Behavior on the Internet, Cyberbullying, Depression, Anxiety, Stress

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AN EXPLORATORY STUDY ON CYBERBULLYING AND WELL-BEING

Cyberbullying is a form of harassment via the internet. Researchers focus mainly on this phenomenon among teenagers, but people of all ages experience it on a daily basis. We conducted an online-study, that addresses the question, is there a relation between cyberbullying and well-being. Our sample consists of 560 respondents, aged 18 to 25 (M=20,54, SD=1,8). The percentage of female Bulgarians is 64,5% (n=361), which is larger than the male group (35,5%, n=199). They are from different parts of the country. We used a questionnaire, developed in an earlier stage of our research and based on qualitative data. The questionnaire includes 7 demographic items,

10 items about the everyday use of internet and 10 items about experiencing cyberbullying. For measuring the subjective well-being we used the Scale of Positive and Negative Experience (SPANE, Diener et al, 2010), The Satisfaction with Life Scale (SWLS, Pavot & Diener, 1993) and Subjective Happiness Scale (SHS, Lyubomirsky & Lepper, 1999). The results show, that Facebook is the favorite social network of the Bulgarians. Furthermore, 59,1% of our sample report experiencing cyberbullying in the past three months. We also identified significant negative correlations between cyberbullying and experiencing positive emotions, emotional balance and happiness. On the other hand there is positive association between cyberbullying and experiencing negative affects. However, no connection appears between cyberbullying and life-satisfaction. Summarized, the findings of this study contribute to the better understanding of the relation between cyberbullying and our subjective well-being. Although the current research has its limitations (such as an online-sample), the observed tendencies deserve more detailed investigation.

Keywords: Behavior on Internet, Cyberbullying, Well-being

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CAPACITY FOR ENTREPRENEURSHIP OF ENTREPRENEURS-BEGINNERS

Within the framework of the training "The Way to a Successful Entrepreneur", intended for unemployed who plan to start a private business with the financial support of the National Employment Service (NES), the segment "Psychological Aspects of Entrepreneurship" are held by psychologists, career counselors in the NES. The method of work is workshop and lecture, questionnaires and tests are used in order to determine typical entrepreneurial qualities. The aim is to strengthen the capacities of the entrepreneurship students, and the domain of psychologists is to overcome the fear of change and the fear of disaster. The paper presents the results of the research, whose goal was to determine

how entrepreneurial beginners assess their entrepreneurial capacities. For this work, we used questionnaires used in the motivational training of entrepreneurial beginners in the Employment Office of Zrenjanin in 2017. A set of 3 questionnaires for the NES was created within the Propared by Worldwide Strategies project, such as the questionnaire "Advantages and Disadvantages of Entrepreneurship", "Self-Assessment of Business Skills" and "Self-assessment of Characteristics". The questionnaires were filled in by 123 participants. The ability to show talent and abilities, to determine daily hours of working hours, to earn money, to show what they are able to do, are the advantages for which respondents most often have been identified in the self-assessment on the questionnaire "Advantages and Disadvantages of Entrepreneurship", while the shortcomings of entrepreneurship include: lack of spare time, readiness for some ideas to be rejected, obligation to take responsibility for themselves and the company and the obligation to work and what they do not enjoy. On the questionnaire called Self-assessment of Characteristics, performing self-assessment of 22 characteristics on the Likert type type, entrepreneurial beginners consider that they mostly possess: persistence (79%), communication with people (78%) taking responsibility (75%), success (70%), energetic (65%). Patience, good money and finance, physical health and optimism are characteristics that 15-20% of respondents consider to be insufficient. The result of "Self-assessment of business skills" is to perform most of the tasks with ease.

Keywords: future entrepreneurs, entrepreneurship, self-assessment, business skills

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PERSONAL AND SITUATIONAL CORRELATES OF BURNOUT OF WORKERS IN PRODUCTION

Burnout syndrome can seriously disturb health and quality of life of the exposed workers. The aim of this study was to investigate

the relationship between burnout and the demographic characteristics, personality traits and job characteristics of workers in production, in order to identify the most influential factors of its occurrence and maintenance. The research included 230 respondents (49.1% female, 50.1% male) aged 19 to 59 (M=35.71, SD=8.50). We used the Personal Burnout Scale and the Work-related Burnout Scale of Copenhagen Burnout Inventory (Kristensen, Hannerz, Høgh, & Borg, 2005), the Big Five Questionnaire (John, Donahue, & Kentle, 1991), the Job Insecurity Scale (Popov, 2013) and the Job Characteristics (shift work, workload overload, imposed rhythm of work) and Demographic Checklist constructed for this research. The data processing was done using Hierarchical regression analysis. The results show that the demographic characteristics explained 7.2% of the variance of personal burnout. The personality traits of Big 5 model, included in the following phase, explained additional 13.5% of variance of personal burnout. After including the job characteristics, the model as a whole explained 41.1% of the total variance of personal burnout ($F_{(11,165)}$=12.161, p<.001). A significant partial predictors are the gender, neuroticism, job insecurity, workload overload and imposed rhythm of work. Also, results indicate that the demographic characteristics explained 2.1% of variance of work-related burnout. The personality traits of Big 5 model, included in the following phase, explained additional 11.9% of the variance of work-related burnout. After including the job characteristics, the model as a whole explained 33.1% of the total variance of work-related burnout ($F_{(11,168)}$=9.058, p<.001). A significant partial predictors are the neuroticism, job insecurity, workload overload and imposed rhythm of work. The results are pointing to conclusion that job characteristics are the most important predictors of the personal and work-related burnout of workers in production.

Keywords: burnout, demographic characteristics, personality traits, job characteristics, workers in production

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WHY YOU ARE SINGLE OR IN LONG RELATIONSHIP: LOVE ATTITUDES AND ATTACHMENT

Attachment theory and love styles are important theoretical approaches to understanding close partnerships, and together they emphasize the influence of a wide spectrum of social, cultural and developmental factors. On this base, the aim of this research is to answer the question: is it possible to identify certain predictors of partner status - single/in long relationship. The sample consists of 150 respondents (m-20; f-130), of which 90 have been in relationship for more than two years, and 60 have not been in relationship for at least a year. All respondents experience at least one love relationship. We used the Love attitudes scale (LAS; Hendrick & Hendrick, 1986) and the Questionnaire of adult romantic attachment (PAVa; Brennan, Clark & Shaver, 1995, adaptation Kamenov & Jelic, 2003). Binary logistic regression was conducted to examine the possibility that respondents will be in a love relationship or a single person, depending on the scores on one of the attachment variables (Anxiety and Avoidance) or love styles (Eros, Ludus, Storge, Pragma, Mania, Agape). The whole model was statistically significant ($\chi2$ (8, N=150) = 55.41, p <.00), which shows that the model distinguishes singles and subjects in a relationship. The model as a whole explains between 31% (Cox & Snell Square) and 42% (Nagelkerke R Square) variance, and classifies precisely 73.3% of cases. Only two variables gave a statistically significant contribution to the model: the Avoidance dimension (B =-.21, p<.00) and Storge style (B =-.67, p<.02). Avoidance is based on the negative internal working model of others and is based on negative outcomes of interpersonal relations. When it comes to Storge, their relationships are built slowly and usually stem from long-lasting friendship, but also they have characteristic to regard love as friendship, which means that a very important, romantic, component is missing. Although the results are in line with theoretical expectations, the larger sample and the more male respondents, as well as the more

adequate methodological approach, would probably help to better understand this idea.

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SELF-CENTEREDNESS IN ROMANTIC LOVE ATTITUDES: EXPECTATIONS, FRUSTRATIONS, AND LIFE DISSATISFACTION

"Being in love" can be an attempt to reach self-identity, seeing oneself reflected in an idealized and erotized other. The major theories of love do not provide in-depth analysis of self-focus and love attitudes. Moreover, the narrative is mostly disregarded as a method to explore this relationship. The present paper aims to explore the dynamics between self-focus and love attitudes, resulting expectations, real-life experiences, and life satisfaction. Only those subjects who showed highest level of self-centeredness (as opposed to other-centeredness) were included in the present sample. We report on 63 persons aged 15-27. They wrote free-style descriptions of themselves, the ideal romantic partner, the ideal romantic relationship, their experience with real intimate relationships, and resulting life satisfaction. The answers were subjected to content analysis, conceptual cluster analysis version. The most common expectations about the ideal romantic partner included features serving the self of the respondent: "be like me", "love me and take care of me", "think of me most of the time", "know my preferences and do things to please me". Romantic partner was mostly seen as an extension of the self. In the ideal relationship image there were no intentions of doing something for the partner. The real-life romantic love experience revealed frustrating instances of partners failing to meet the expectations of the respondents and even expecting the same unilateral commitment from them. Those frustrations triggered generalized beliefs that people are generally unkind and do

not deserve confidence, coupled with dissatisfaction with life viewing it mostly as power struggle and/or manipulation. The results shed light on some mechanisms of deepening self-focus accompanied by perpetuating aloofness and superficiality in relations with close others.

WORKSHOPS

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THE MOVEMENT OF THE SOUL IN DREAMS THROUGH THE PRISM OF THE SYSTEM-DYNAMIC APPROACH

This workshop will last for 2 hours and it will be conceptualized around a system-dynamic approach to working with dreams. Through experience of each individual and of the group as a whole, through the constellation system dynamics method in an interactive environment we will show a possible praxis by applying an in-depth systemic-dynamic aspect in working with dreams. The workshop is not limited regarding the number of potential participants! Required conditions: a space that will be wide enough and well-arranged so that the participants can move freely and interact with each other; it is desirable for the participants to have a dream written down, preferably with more characters and as recent and new as possible.

Keywords: dream, depth psychology, system dynamics, system, dream

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HOW TO PUBLISH IN PSIHOLOGIJA? A METHODOLOGICAL WORKSHOP

The goal of the workshop is to present the review and submission assessment procedures used in Psihologija and address methodological

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considerations and requirements for successfully publishing in Psihologija. Psihologija is a SSCI referenced, open access, no fee scientific journal covering various areas of psychology, published quarterly by the Serbian Psychological Association. It is currently the most influential psychological journal in the Balkans region with a five-year impact factor for 2017 of 0,650, as reported by WOS. Psihologija uses a multi-step submission assessment process that include editorial assessment and one or multiple rounds of double-blind peer reviews. Successful submissions also need to meet a number of methodological requirements and presentation requirements, which will be discussed in detail at the workshop. Workshop will also cover a number of dos and don'ts for various steps of the submission process. The workshop will be led by the Editor-in-chief and the Deputy editor of the journal.

Keywords: research methodology, scientific publishing, Psihologija, science journals