

GENDER PECULIARITIES OF RESILIENCE AMONG IT SPECIALISTS IN THE CONTEXT OF WAR

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Resilience as a psychological capacity of an individual to adapt to stressful conditions and overcome crises is a key factor of psychological well-being during wartime [3, p.89]. In the IT sector, where employees face high cognitive workloads and the need for rapid adaptation to constant changes, the issue of resilience becomes particularly significant [4, p.112]. The war in Ukraine has profoundly influenced the working conditions of IT specialists, including relocation, loss of social connections, financial instability, and psychological stress [2, p.45]. Resilience, understood as the capacity to adapt, maintain productivity, and preserve psychological balance under prolonged stress, becomes a key factor in professional and personal sustainability.

Based on theoretical analysis and preliminary empirical data, resilience is viewed through cognitive, emotional, behavioral, and social dimensions. Research shows that resilience has gender-specific characteristics. Men and women perceive stress differently and employ distinct coping mechanisms [5, p.67]. Men are more inclined toward instrumental problem-solving, whereas women tend to rely on social support [1, p.23]. In the IT field, this may manifest in different strategies of maintaining work capacity during wartime. The findings suggest that male IT specialists more often demonstrate resilience through problem-oriented coping strategies, emphasizing control and rational decision-making. Female IT specialists, in turn, tend to rely on emotional regulation, social support, and collaborative problem-solving. These gendered differences influence not only individual adaptation but also team dynamics and organizational efficiency in the IT sector during crisis conditions.

To identify the gender peculiarities of resilience among IT specialists under wartime conditions and to determine the key factors influencing their adaptability, a literature review on resilience and gender differences in stressful situations could provide partial answers to our research questions. In addition, empirical research (surveys and semi-structured interviews) among male and female IT specialists will be helpful, as well as the application of psychological measurement tools of resilience, such as the Connor-Davidson Resilience Scale [2, p.78] and the Brief Resilience Scale [4, p.156].

The results are expected to confirm the existence of gender differences in coping strategies among IT specialists. Women may rely more on emotion-focused strategies and social support, while men more often use rational problem-solving strategies [5, p.98]. The war intensifies these differences, affecting levels of professional burnout and adaptability [2, p.121].

In particular, women may experience a higher degree of emotional exhaustion due to the need to combine work and family responsibilities, which becomes even more challenging in wartime. At the same time, their ability for social interaction may contribute to faster adaptation and receiving support from colleagues and communities [3, p.145]. Men, being more inclined toward autonomous problem-solving, may show a lower tendency to seek support, which sometimes leads to stress accumulation and decreased productivity [1, p.65].

It can also be assumed that the level of resilience among IT specialists depends on the organizational culture of companies: the presence of psychological support programs and adaptive strategies may reduce the negative effects of war. Thus, it is essential to consider gender peculiarities when designing corporate initiatives aimed at supporting employees.

Expanding the methodological approach to studying resilience of IT specialists during war may include in-depth interviews with employees of different levels – from junior to senior specialists. Analyzing their experience will help identify additional factors that either facilitate or hinder adaptation to crisis conditions. It is also important to examine the role of companies in supporting their employees through mental health programs and training in adaptive behavioral strategies.

Understanding gender peculiarities of resilience provides an opportunity to develop targeted psychological support programs and HR policies. Such measures can enhance psychological stability, prevent professional burnout, and strengthen the overall adaptive potential of IT professionals, thereby contributing to the resilience of the digital economy under conditions of war.

Another potential direction of research is the analysis of cultural differences in manifestations of resilience among IT specialists from different countries. This would make it possible to assess whether there are specific features of stress coping strategies depending on national traditions, corporate culture, and levels of social protection.

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