significant effect has been found only for adequate emotional support. The results indicated that professional interns who receive adequate emotional support are likely to use problem solving, regardless of emotional costs experienced in the workplace.

The obtained results could play an important role for both unemployed individuals beginning professional internship and host organizations. The interns should be informed about possible emotional costs following the temporary work-entrance and trained in respective coping strategies whereas the knowledge about the temporary newcomers' well-being and adaptation skills could be useful for the organization to tailor their socialization tactics to this kind of new employees.

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References


Emotional Costs, Self-efficacy and Coping Strategies


