



JURIDICAL PSYCHOLOGY

Personal transformations of the operating officers of the police public security: results of the empirical research

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Crisis strategies of the personal transformations of the operating officers of the police public security at different stages of the professional self-realization can be stipulated by different value and context barriers as the subjective difficulties in the process of the assessment of the professional importance of the situation, when the officer has to reveal some personal context and cognitive and affective attitudes emerge towards the contents of the fragment of the apprehended professional reality. Value and sense barriers as a factor, causing crisis strategies of the personal transformations of the operating officers of the police public security and having an impact upon the psychological readiness for the professional self-realization, depend upon value and context attitudes generated as the experience of their personal attitude for the earlier appeared and already survived situation, providing feedback between the previous and the following stages of the professional activity.

Key words: context sphere of personality, transformations of value and context sphere of personality, strategies of personal transformations, deformation and regression of the personality sphere, value and sense barriers, value and context attitudes.

Nowadays the question of the development and use of the human potential is considered in the new context. The highest requirements are made for the person's independence, creativity, leadership and industriousness in all the spheres of the life, which is caused by the occurring changes in the society. The man comes into the world, the picture of which is changing very fast. In the frame of the life of one generation the economics and technologies, political priorities, socio-cultural relations, world outlook greatly change. «Instead of the archaic society, where the leaders think and make decisions for everyone, our country will become the society for the clever, free and responsible people» (Medvedev D.A.).

However the fast dynamics of socio-economic situation multiplies and intensifies different crisis phenomena, which penetrate in different life contexts (family, referential, professional) aggravating internal contradiction between personality and environment, generating different personal transformations and crises. The problem of the influence of the professional activity upon personal particularities at different stages acquires new meanings. As the researches show, each profession makes de-



mands upon the personality, more and more voluminous and insistent, more complicated and high-profile assignments, when, to an increasing degree, the particularity of this activity depends upon social –economic and political situation in the society. At the same time the professional activity, being important for the man, has a great influence upon his value attitudes, life attitudes, motives of the activity (I.V. Abakoumova, K.A. Aboukhanova-Slavskaya, B.G. Ananiev, L.I. Antsiferova, A.G. Asmolov, A.A. Boda-lev, A.A. Derkach, S.T. Djanerian, A.I. Dotsov, P.N. Ermakov, U.M. Zabrodin, E.A.Klimov, V.B. Olshanskii, A.V. Petrovskii A.A. Rean, Z.I. Riabikina V.I. Slobodchikov, V.V. Stolin, V.D. Tshadrikov, M.C. Yanitskii).

In this connection the studies and analysis of the value and sense contents of the professional activity and dynamic compounds of its motivation, revelation of the specific particularities of the sense sphere of the personality in the professional context will reflect the real contents of the professional activity and particularities of their influence upon personal transformations and changes. The value and sense contents of the professional activity manifests itself more clearly in the self-realization, as the important index of which we considered in this work as the «degree of the satisfaction of the man by the labor process » (P.A. Zobov, V.N. Kelasiev, 2001).

The particular part of the contemporary anthropological sciences, first of all, psychology, is connected with studying personal deformations and changes in those professions, which are most of all oriented to the unmediated maintaining of the stability and security in the society, law and order, citizens' security and security of their property.

At present there is a huge material, dedicated to the problems of the improvement of the professional activity of the public law enforcement officials and officers of the other state structures connected to law enforcement (V.C. Agueev, P.P. Baranov, S.P. Beznossov, V.L. Vasiliev, A.A. Derkach, O.U. Mikhailova, A.I. Papkin, V.M. Pozdnia-kov, A.M. Stoliarenko, A.R. Ratinov, V.U. Ribnikov). The problem of revealing undesirable transformations of the personality's life orientations is regarded by V.I. Deev and A.N. Smelov. A.N. Shatokhin found out the symptoms of the value deformations: «depersonalization» of the officers of Department of Internal Affairs, social dependency and inactivity, the acute feeling of the hostility from the population, the assesment of their own profession as unpopular, competition relations, antipathy towards the representatives of other police branches, V.F. Roboseroov gives an example of one the symptoms of the professional deformation of the police officers and describes the phenomenon of the social and psychological subjective overestimation by the officers of their social role, and A.N. Roshа suggests to call this phenomenon «professional egoism».

In spite of the evident public and scientific interest towards the improvement of the professional competence of the police officers, we can observe the evident deficit of the psychological researches dedicated to the studies of the personal transformations of ordinary and senior officers of the public security, they are the translators and direct executors of the norms of legal interaction of the citizens and state. Their pro-



professional activity greatly differs from the work of the other security agencies according to many indices. The real practical success of the law-enforcement authorities, positive image of the police officers, the belief that they carry out the mission, imposed by the state, depends upon the fact how well they carry out their responsibilities, interact with the population. «Vector, which we took four years ago, – vector of the social police. This is the law enforcement institute of the law-governed democratic state, serving as sentinels of constitutional rights and freedoms of citizens.» (Nourgaliev R.G.). The decisions of MIA RF and other documents signaled on numerous occasions the necessity to increase the level of the professional training of the staff of MIA, especially in the frame of state priorities. The rising complexity of tasks of the public, economical and social life from one point of view, and the increased requirements for the efficiency of the work from another point of view, enhance the need of carrying out these instructions, and also scientific studies of the complex extended researches of the personal transformations of MIA officers at different stages of the professional self-realization. This contradiction, appeared between the social state order of preparing police officers of high professional qualification, free from the целевых attitudes of the corrupted conscious, and real deficit of the целостных researches studying problems of the personal transformations of those, who directly work in this field determined **research problem** – to establish those changes, which are not simply appropriate to each person surviving an economic crisis when the life orientations are dynamically changing, but to find out and analyze those basic transformations of the value and context sphere of MIA officers, which become psychological barriers for their successful professional self-realization, essential and significant blocks on the way of fulfilling their professional duty.

The object of our research – ordinary and senior officers of the police of the public security with different professional length of service (447 local police officer and 482 officers of Road Patrol Service of the State Traffic Safety Inspectorate of Stavropol, Mineralnye Vody, Pyatigorsk).

The subject of our research – transformations of the personal sphere of the ordinary and senior officers of the police of the public security.

The aim of our research – to study the personal transformations of the police officers of the public security at different stages of self-realization.

Theoretical and practical part of the research was carried out at several stages.

1 stage (2003-2005) – research and theoretical stage, including the analysis of the psychological and legal resources dedicated to the problem of the research. At this stage we isolated the problem, we formulated the aims and tasks of the research, we reconsidered methodological and theoretical approaches to the problem of self-realization from the point of view of the professional choice and professional set of the personality in the conditions of the specific context of the activity oriented to support legal forms of the interaction of the citizens and the state, we chose tools and created questionnaires, we selected the diagnostic methods, the general logics and program of the research was determined and detailed.



2 stage (2005-2009) – diagnostic and experimental stage. At this stage we made the comparative and diagnostic analysis of the personal transformations at different stages of the professional self-realization of the police officers with different work schedule and professional experience, we created and officially approved the program of the overcoming value and context barriers in the professional activity. The model of the psychological support and correction of transformations of the value and context sphere of the police officers was created.

3 stage (2009-2010) –descriptive and final stage gave the opportunity to summarize theoretical and empirical materials about personal transformations and to determine the genesis of the professional difficulties as value and context barriers in the process of self-realizing at work by the police officers of the public security, to describe the criteria and characteristics of the psychological readiness for work at the police.

The received data of the research let us make the following conclusions.

1. The professional activity, including the particularities of the police officers' work, which causes personal transformations, having a serious impact upon the development of the professional self-realization.

2. The dynamics of the transformations of the personal sphere of the police officers of the public security at different stages of the professional self-realization manifests itself in the fixed life strategies, giving the possibility to survive the connection with the world in the frame of the professional activity as the stable attitude, including the subjective feeling of the personal experience (decision taking, responsibility, revelation of the significant professional perspectives).

3. The strategies of the value and context transformations which can be considered as typical -positive – providing high level of the professional self-realization, as crisis ones – leading for the deformations and even regressions in connection with surrounding people and public (social) structures.

4. The officers with the positive strategies, oriented towards self-development, differ by the biggest structure and consequence in the situations of the personal choice. They are fruitful in finding intermediate senses of their actions; they are characterized by the active and pro social world outlook.

5. Crisis strategies are conditioned by the presence of the value and context barriers, which appear in the process of the professional activity, creating obstacles to the personality self-realization in this important life context. Value and context barriers that the police officers have, will differ in dependence of objective and subjective factors. To objective (interpersonal) factors we can attribute the time- limit of the professional activity (it was found, that local police officers and officers of Road Patrol Service of the State Traffic Safety Inspectorate have absolutely different objective barriers) and professional experience. Among the subjective factors the most significant are: the level of the development of the context sphere of this officer, the particularities of his professional motivation, value orientations and general set of the personality. Besides the essential is the directed impact of the environment, oriented to make corresponding context attitudes as the most important catalyst of the introspective



needs and as the consequence, of those context intentions, which lead the person, on and on, to the level of self-realizing, in the form of the need of the self-understanding, reflexion, self-assessment while analyzing successes and failures in the process of the professional activity.

6. More often value and context barriers appear in connection with the absence of the reflexion, difficulties in speaking about self-attitude and extrapolation of the personal contexts into new professional situations. These barriers manifest themselves in the difficulties of the context actualization, of making links between the objective external activities with the internal need, the impossibility of the subjective transfer of the contents of one situation in other professional conditions.

We have created the model of the psychological support and correction of the police officers, who are at the different levels of the self-realizing. The model is based upon overcoming value and context barriers and forming positive value and context attitudes in the frame of the professional activity and can be realized through improving the general level of the psychological readiness for the professional activity.

Strategic service activity of the local police officers and officers of Road Patrol Service of the State Traffic Safety Inspectorate is characterized by the psychological problems, particular for value and context barriers, which make the corresponding psychological readiness to be considered as the important component of the professional skills of the police officer of the public security.

The main elements of the psychological readiness, meeting requirements of strategic service activity, are:

- psychological stability for specific conditions of deciding service tasks;
- professional and psychological skills;
- probably, another component is professional and psychological orientation of personality, as the particular feature of the employee, expressing his value and context attitude for understanding and taking into account psychological aspects of the service activity.

These elements of the psychological readiness of the local police officers and officers of Road Patrol Service of the State Traffic Safety Inspectorate determine the main contents of the professional and psychological training. It should be concretized, of course, in the severe correspondence with the profile of the professional activity (depending upon the time-limit of the professional activity and professional experience).

Psychological readiness of the local police officers and officers of Road Patrol Service of the State Traffic Safety Inspectorate has a professional character corresponding to specific features of the activity, and principally differ from the professional training of the warriors, sportsmen, operators and other specialists, where the psychological training is widely spread.

The training of local police officer and officers of Road Patrol Service of the State Traffic Safety Inspectorate in the educational centers of MIA, is efficient if it is by its contents and methods forms all the compounds of the psychological readiness, per-



sonal stability, which in its turn causes the necessity of the introduction in the educational institutions and departments of MIA, a particular type of the professional training – professional and psychological one.

In the course of our research we have established the most effective types of special courses according to the contents of the psychological training:

- training at the psychological zone of obstacles for emotional and will exercises, trainings of the elements of the will self-regulation;
- psychological and regulating training for overcoming value and context barriers. As the very efficient we can recommend the educational situations the contents of which is oriented to the separation of «Self» and «Mine», through actualizing «Self», situations, designated to organize the simultaneous representation in conscious of the two and more attitudes, situations, directed to realizing the fact of the intercrossing of life relations, educational situations, directed to the revealing and establishing of different kinds of the links between the life relations;
- classes at the psychologically difficult situations of strategic service activity according to the types of the difficult situations. They distinguish three stages of the realization of the concrete situations according to their place and characteristics in the structure of the learning process: starting, current and fiction. The starting concrete situation is launched at the beginning of the lesson. The current one –at the stage of going out of the starting one, it exists and permanently changes in the course of recycling the subject of learning by the learner and teacher's leading actions. The final situation is the main component of the lesson and it reflects the current state of the learner's training standard, because the particularities of the transformation forward the value attitude towards the subject, at the basis of which there is the next starting situation. The starting and final concrete situations show particularities of the context transformations, and current – motivational and dynamic changes of the learner using concrete situations. The general process structure of the system of the operationalization of the concrete situations consist of the potential center of the context forming where impulse-information comes at the level of sense actualization, making the learner undertake some actions. The potential center of context forming is functioning in correspondence with the context level of the learner's development. The learner (as the medium of the potential context) undertakes the actions of reconstructing the object of learning (contents of the concrete situation), which demonstrate their qualities at the same time. The learner perceives demonstration of these characteristics as the initiation for context forming, in their results he acquires the new opportunities to react in the concrete situations, and actualize the personal sense in this concrete situation. The teacher also gets the information about the learner, what he has personally adopted, that's why he can address the additional information as the initiation that the learner has acquired the new stage of context forming and penetrating qualitatively at the new level;
- classes of the application of the psychological bases in the service activity.



After introducing the classes of the special psychological training we achieved significant increase of the level of the professional and psychological readiness:

- improvement of the indices of the work results of the course leavers in arrest of the criminals up to 43 %;
- improvement of the psychological stability for specific conditions of fulfilling strategic service tasks up to 53 %;
- improvement of the level of professional and psychological skills up to 66 %.

In whole the psychological readiness for the strategic service activity increased up to 62%. It is necessary to underline that the results which we have, we managed to achieve though having some defects in the organization, methods, the level of the pedagogical teacher's skills, the lack of the material and technical resources.

The Literature

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