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The psychological component of law-enforcement agencies' reforms: problems and technologies of their decision

In the article there are described various psychological features of various population groups' relation and estimation of law-enforcement agencies' reforms. It is substantiated the necessity of creation of specialized structures which will be focused on increase of professional level of officers of the departments reorganized on the basis of new laws.

Keywords: value attitudes, professional activity improvement, professional deformations, levels of the positive relation.

At the current period of socio-political development the state initiates efforts great efforts in changing of various population groups' attitudes to law-enforcement agencies and other state structures responsible for safety of citizens. The main purpose is to achieve trusting relationships and belief that those who ensure security are guided not by mercenary aspirations, but during professional self-realization they really aspire to create comfortable living conditions for those who by the nature of service they are called to defend. The success of these reforms would be possible only under a condition of mutual supplement of two basic vectors of realization:

- the very system regulating activity of law-enforcement agencies should contain the mechanism of the officers' control and estimation. Carrying out of certification and certifying commissions' securing of the status of constantly acting give hope that this mechanism will be developed;
- value attitudes of those who come for work to renewed structures. Here there are certain difficulties. Certainly, it is possible to conduct diagnostic researches, revealing certain psychological and personal features, but without a system of permanent support, nonrecurrent procedures of testing will not give due result. According to the deputy chief of the Department of staffing of the Ministry of Internal Affairs of Russia - the head of the Department on work with staff of the colonel of militia B.U.Dereshko, "in the conditions of large-scale reforming of the system of law-enforcement agencies the questions, concerning moral and psychological qualities of Russian policeman, are basic not only for acting officers of law-enforcement agencies, but also for the society in whole".

New purposes initiate the search of new adequate methods of their achievement. It is not enough to designate what the society needs as a positioned ideal; it



is necessary to reveal and describe how is it possible to reach, specify those technologies by means of which the categories of the wished will be translated in the category of the implemented. The adopted law "On the police" thoroughly opens the standard-legal components of the problem and distinguishes the priority purposes of conducted innovations, however it becomes absolutely clear that for this law implementation at practice level it is necessary to develop a system which will not only control, but also initiate officials on this law implementation in professional self-realization.

In the psychological science it is accumulated great material devoted to problems of improvement of professional activity of specialists of law-enforcement agencies and other state structures, connected with public order safety (V.S. Ageev, P.P. Baranov, S.P. Beznosov, V.L. Vasilev, A.A. Derkach, O.Y. Mikhailova, A.I. Papkin, V.M. Pozdnyakov, A.M. Stolyarenko, A.R. Ratinov, V.Y. Ribnikov). Works of V.I. Deev and A.N. Smelov are devoted to a problem of revealing of undesirable transformations of personality's sense of life orientations. A.N. Shatokhin has distinguished characteristics of value deformations: "featurelessness" of the DIA officers, social parasitism and passivity, sharp sensation of the population's enmity towards self, estimation of own profession as the not enough prestigious one, competition relations, antipathy to representatives of other militia services; As one of characteristics of professional deformation of the DIA officers V.F. Robozarov results a phenomenon of the militia officers socio-psychological subjective revaluation of their social role, and A.N. Rosha suggests to name this phenomenon as "professional egoism".

The long-term research and analytical experience of the psychological science can be useful, but as there have changed requirements and society expectations in relation to officers of law-enforcement departments it is necessary to conduct certain revaluation of the data available for today. Within several months, while there was the certification of police officers, there has been carried out an interview of various social, professional and age groups of population with a view to reveal features of their relation and estimation of the conducted reform. The research was conducted anonymously, with use of questionnaire and the Internet interview; more than 3000 respondents have taken part in it. There have been distinguished and characterized levels of the positive relation to the conducted reform (tab. 1).

1. *The positive level.* Answers like: "The reform is very necessary. It will bring obvious advantage both to the state, and citizens", "At last, our state will create the real mechanism of law-abiding citizens' safety", "At last, law-enforcement officers will be held in respect in society", etc.
2. *The positive level with negativism elements.* Answers like: "It is good that at the state level such a great attention is given to this problem. The main thing, however, is that errors of last years should be considered", "The reform is necessary, but it will take some time before we will see its results; it will take great efforts and time for achievement of a laid down aim", "It is necessary to involve positive foreign experience".



3. *The negative level with elements of the positive estimation.* Answers like: "The reform is necessary, but how is it possible to implement it, if in the bodies there rest the same officers", "Only having overcome corruption in the state scales, it is possible to hope for successful transformations in law-enforcement agencies", "We have already seen that renaming of the SCI into SITS left nothing; it is only possible to hope that experience of the present transformation of militia into police will be more successful".
4. *The negative level.* Answers like: "This reform won't work" "Corruption was in law-enforcement agencies, and it remains; there is no expecting good".

Table 1

Levels of the positive relation to the carried out reform among various age groups (% from the volume of age sample)

№ of the level	The level name	18–25 years	25–45 years	45–65 years
1	The positive level	12	3	8
2	The positive level with negativism elements	37	18	22
3	The negative level with elements of the positive estimation	46	64	59
4	The negative level	5	25	11

The most positive relation is stated by representatives of the youth sample. By the analysis of their answers it is possible to judge that they basically consider the reform reasonable for the society's further movement to civil values. The majority of the interrogated respondents have stated the greatest concern, concerning personnel policy, the basic success connected with "the human factor", with initiatives on youth attraction to work in the agencies, with events for increase of the status of officers of power structures.

The nihilism was to the greatest degree inherent in the sample of 25–45 years. Here the considerable quantity of negative estimations has been stated; the attitudes connected with previous life experience were obviously retraced. Unlike the youth sample, which believes in success of the reform (under condition of competent and objective personnel policy), representatives of the senior generation in a greater degree place failures and even the reform failure on the state in whole which, in their opinion, does not want to take the responsibility for safety of citizens. In this sample there has been revealed a considerable quantity of the answers generated by attitudes of a catastrophic character (you may do anything, but it goes from bad to worse) at which it is impossible to reveal a respondent's real understanding of the problem which should be estimated and analyzed.

The sample of the eldest respondents (45–65) has shown that the senior generation in whole become alerted with the reform and frequently simply does not understand



an essence of the conducted innovations. More often there was an answer: "That is the reform? It is a simple change of one name by another". In this sample it is observed the tendency to blame not even the state, but the economic system in whole on negative displays of activity of law-enforcement agencies (answers like "the ideology of money power will not give a possibility to work fairly" etc.).

Interesting results there have been received in result of comparison of professional groups (tab. 2).

Table 2

Levels of the positive relation to the conducted reform among various professional groups (% from the volume of professional sample)

№ of the level	The level name	Teachers and pedagogues of HEE	Civil service employees	Employees of power departments
1	The positive level	17	24	12
2	The positive level with negativism elements	54	57	39
3	Negative level with elements of a positive estimation	19	8	4
4	Negative level	10	11	9

In result of the comparative analysis it has been revealed that civil service employees have shown themselves the most optimistic in relation to the reform. People, who daily by the nature of service face features of implementation of the state resolutions and legislations, know well how the reform can renew law-enforcement agencies and introduce new value orientations in them. Members of the top brass themselves (in the interview there took part not only law-enforcement officers, but also soldiers) are frequently afraid of those innovations which will be connected with procedures of estimation the officers' work quality. Among them the certification procedure (and furthermore its prolonged variant) causes personal rejection (Who will estimate me? It is unlikely to be objectively) and anxiety concerning possible corruption of this procedure. Frequently they perceive new forms of professional activity as those that will complicate their self-realization and will not promote real efficiency of their work.

The comparative analysis of inhabitants of cities and countryside has allowed to reveal that the last are much more optimistic concerning the reform though understanding of the cause of this president's initiative and what will it really give to citizens of our state they frequently cannot analyze.

As a result of empirical research the received data testifies that for successful realization of laws "On the police" and "The federal law from December, 28th, 2010, № 403-F3 "On the committee of inquiry of the Russian Federation" (with changes and additions) it is precisely insufficient to implement standard-legal bases, it is necessary to carry out continuous work in two basic directions in parallel:



- Formation of the positive value-sense attitudes of various age, professional and social groups of the population of our country in relation to realization of the new legislation in real practice of work of law-enforcement agencies.
- Creation of specialized structures which will be focused on increase of professional level of officers of departments which have been reorganized on the basis of new laws.

Concerning the last structures there is already a certain positive experience. When two years ago the Committee of inquiry was created as a new law-enforcement structure, in the law there have been established its new parameters of work: "Functioning of the Committee of inquiry out of the system of the public procurator's office of the Russian Federation will create necessary conditions for effective realization of powers of public prosecutors on supervision of procedural activity of the preliminary investigation bodies, strengthening of interaction of investigating bodies with bodies of the public procurator's office of the Russian Federation, will allow to raise the investigation's objectivity, thereby providing legality in the criminal justice process sphere and strict observance of constitutional rights of citizens". These new conditions in professional activity have caused creation of new structures which are called to accompany officers of the Committee of inquiry at various stages of self-realization. Based on overcoming of value-sense barriers and forming of the positive value-sense attitudes in a professional activity context, it can be implemented through the system of employment with use of new technologies which will initiate the relation to professional activity as personal value.

The main kinds of special with use of technologies of sense initiation, proved to be correct during the two-year work, are:

- tasks with use of emotional-willed exercises, trainings of elements of willed self-regulation (including, in situations of incidental education);
- psychoregulating trainings on overcoming of value-sense barriers. As the productive there can be recommended the educational situations substantially focused on division of "I" and "Mine" through "I" actualization; the situations directed on organization of simultaneous presence in consciousness of two or greater relations; the situations directed on comprehension of the fact of crossing of life relations; the educational situations directed on detection or establishment of any communication between life relations;
- tasks in psychologically difficult situations of operational-service activity as in concrete situation. They differentiate three stages of realization of concrete situations according to their place and characteristics in the education process structure – starting, current and final. The starting concrete situation is formed at the beginning of educational study. The current is at the stage of exit from the starting one; it exists and continuously changes owing to transformation of a subject of studying by the learning and leading actions of the pedagogue. The final situation is the main component of the end of educational study and reflects both the developed condition of learning of the learning, and features of



transformation of his value relation to the studied on which basis there will be a next starting situation. The starting and final concrete situations show features of substantial-sense transformations, and the current – motivational-dynamic changes of the learning with use of concrete situations. The general procedural structure of the system of operationalization of concrete situations consists in that from the potential center of sense formation there is received information-impulse on a level of actualization of the sense, inducing to action. The potential center of sense formation functions according to the sense level of development of the learning. The learning (as the carrier of potential sense) carries out actions on transformation of an object of education (the content of a concrete situation) which thus shows its properties. The learning perceives display of these properties as an initiation to sense formation therefore additional possibilities of action in a concrete situation are acquired, and the personal sense of the concrete situation itself is actualized. To the pedagogue there also comes information that the learning has already acquired everything he needs at the level of personal appropriation, therefore he can direct supplementary information as the initiation that he has already learned as a new sense formation stage and penetration at a qualitatively new level.

The developed technologies on overcoming of the value-sense barriers and formation of the positive value-sense attitudes in a context of professional activity of officers of the Committee of inquiry allow not simply to give certain information necessary for specialists for necessary competences development, but also real initiation of formation of the value relation to new conditions of professional self-realization.

References

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