

Marin M. I., Bochkova A. A.

Methodical Approach to Estimating Value Orientations
of Leaders of Internal Affairs Agencies

The article explains the need to examine value orientations of the leaders of the Internal Affairs Agencies as a significant component of the regulation of their service activity, since the number of crimes, violations of discipline and legality among police personnel remains at a fairly high level. A technique for estimating value orientations of internal affairs officers is described. Leaders of services and units of the Internal Affairs Agencies were the object of the investigation. The study involved 321 people. The sample was divided into two groups with the help of the expert technique ("Monitoring" program): leaders who are disposed and indisposed to violation of legal, moral and ethical norms of official behaviour.

The results of studies showing characteristic features in the structures of value orientations of employees disposed and indisposed to illegal behaviour are shown. It is concluded that the structure of value orientations influences on forming the psychological mechanism of a possible illegal behaviour among the leaders of the Internal Affairs Agencies.

Keywords: *internal affairs officers, value orientations, psychosemantics, sense regulation of activity.*

In professional life of the employees of Internal Affairs Agencies the alteration of their legal conscience leads to the contempt of law, appropriation of corporate opportunities for lucrative purposes, neglecting rules of morality and ethics.

A considerable number of employees have been indicted for crimes in the sphere of exceeding official authority, abuse of power and bribery. According to General Board of Personal Activity of Ministry of Internal Affairs in Russia the number of employees who committed the crimes outlined in article 285 (abuse of power) and article 290 in the Criminal Code of the Russian Federation (bribery) has decreased over the past five years. In 2001 the total number of these employees was 960, of which 620 committed crimes under articles 290, 340 – under article 285 in the Criminal Code of the Russian Federation. The question of preventing the crimes, committed by the employees of Internal Affairs Agencies, continues to be relevant, as despite some positive dynamics we should consider the harmfulness of these crimes as the policemen are responsible for observing the law. This question acquired particular importance in view of ongoing reformation of Russian Ministry of Internal Affairs. If this issue contin-



ues to thrive, all the efforts to form a new image of Russian police and to raise the society's confidence in law-enforcement agencies will be kept to a minimum [4, p. 52–55].

In connection with the above matter the results of studying peculiarities of policemen's legal consciousness are of specific interest. The results of the studies revealing axiological determinants that govern personality's orientation and character can possibly help to clarify the reasons for policemen's illegal behavior and develop the methodologies for its early diagnostics, forecasting and preventative measures [13, 14, 15].

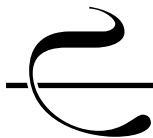
In legal psychology the term of legal consciousness involves the spheres of social, group and individual consciousness that "reflect legal reality in the form of legal knowledge, evaluative attitude towards the law and practice in its application, legal adjustment and value orientations that regulate a person's behavior in legally valid situations" [3, p. 243].

As a rule, the main values of personality are characterized by high level of awareness, they are reflected in one's consciousness by means of value orientations and are the determining factor for regulating social interrelations and employees' behavior. K. Kluckhohn characterizes values as an aspect of motivation, correlated to the various structures [12, p. 388–433]. Values of personality, being a complicated hierarchical system lie in the place of motivational-demanding sphere of personality and world outlook structures of consciousness. These values fulfil functions of the regulator of a person's activity and become reference points in one's life, the factor that makes sense.

Values of personality are seen as "the main components of a person's internal world that are peculiar only to this person, they arise from his or her unique personal experience and reflect his or her attitude to the latter" [6, p. 144].

A lot of scientists (e.g. Artemieva E.Y., Petrenko V.F., Shmelev A.G. etc) investigated the notional regulation of performance (psychology of subjective psycho-semantics. According to Artemieva "the meaning of an object to the subject is a trace of pragmatic prehistory of their interrelation that is fixed in the subject's attitude to the object" [1, p. 29]. In her research work Artemieva showed that in the process of object evaluation it is the semantic code that plays the crucial role, because there is undifferentiated integral semantic evaluation in its essence, but not perceptual characteristics. She showed that "a person's evaluation of objects in the context of loose specifications is held not in the modal, but in the semantic code that is the same for different modalities" [1, p. 78]. The semantic code means a set of estimations of on-scale semantic differential that was used by Artemieva in her examination. Nowadays this direction of research is based at the interface of psycho-semantics and the theory of world-pattern, developed by Leontiev.

The following research aims at studying value orientations of employees of Internal Affairs Agencies who occupy managerial positions. It also studies the notional regulation of their official activities for the benefit of initial revelation of marks of employees' offending behavior, including corruptive orientation.



Procedure of research

321 chiefs of service and heads of regional Internal Affairs Agencies took part in the research [2, p. 43]. In order to reveal the marks of employees' offending behavior, including corruptive orientation, thus to define people who have negative status in reference to the selected criteria for evaluating the inclination to the commission of crimes we used the method of scientific assessment, implemented on the basis of the "Monitoring" program [8].

The method of the expert evaluation with the use of the "Monitoring" program is based on the system of interpersonal choice done by the employees. It is implemented on the ground of axiological and active character of their interpersonal relations. The issues used in "Monitoring" are chosen with reference to the specific character of mid-level executives' work as "the chief of the agency is the bearer of common values and aims, personifying them by his actions" [9, p.152].

In the course of expert poll we elicited "leaders" in collectives according to their evaluative attitude, to their readiness to cognize the existing rules of conduct at work; to the case law which means to what extent they are ready to follow the existing rules of conduct at work; to legal attitudes and value orientations that point to the total level of employees' readiness to act within the limits of law principles, scrupulous and exemplary way of their abidance at work.

Thus, relying on the results of the expert poll and using the "Monitoring" program we made the ranking of the chiefs who participated in our research according to the level of their individual sense of justice, the numerical values of which could go from 0 to 1.

The "Monitoring" program was made in FoxPro 2.5 for Windows and represents several databases and the procedures of processing and graphical interpretation of test results. The modification of the text proposed relies on the clustering of the diagnostic results [5, p.87–88].

In order to study the peculiarities of value orientations of mid-level executives of Internal Affairs Agencies who participated in the research we used the test of value orientations by Rokich M. [10, p.25–29] and colour test of relationship (CTR) by Etkind [11, 221–227], modified in terms of research objectives.

The colour test by Etkins is based on the procedure of indirect scaling the objects by means of comparing the colour, attributed to these objects, with the placing of this colour in the range by preference of an octave of colours of Lushar's procedure. The suggested methods are characterized by a number of peculiarities and advantages: the introduction of a value is ranked indirectly through colour preferences; perceptual characteristics are not crucial; the notions defined by the same colour have subjective criteria of emotional proximity and similarity of semantic code; the methods define the attitude towards the values presented, the structure of value orientations and motivation of activity.



As a part of the study 15 values were presented to the participants who ranked these values on the analogy of CTR according to their preferences out of the octave of colours of Lushar's procedure. (indirect ranking):

1. Self dependence in decision making.
2. Well-being
3. Self control (self-restraint, self discipline)
4. Irreconcilability towards substandard work
5. Adherence to principles
6. Ability to focus on maintenance of moral values
7. Applying of one's powers and authority
8. Exigence towards employees
9. Work efficiency
10. Duty performance
11. Sincerity in expressing one's views and opinions
12. Consideration for employees' interests
13. Career development
14. Innovation
15. Cautiousness and deliberateness in making decisions.

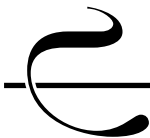
The experimental data received was worked up with the help of cluster analysis (hierarchical agglomerative method). The classification was made using successive merging of objects into groups (clusters) that turned out to be hierarchically organized. This method has let us examine semantic connection of the notions and the executives' attitude to them [7, p.132].

The notions used in each of the groups form sense connections and their study lets us see the inner structure of orientations that executives of Internal Affairs Agencies have.

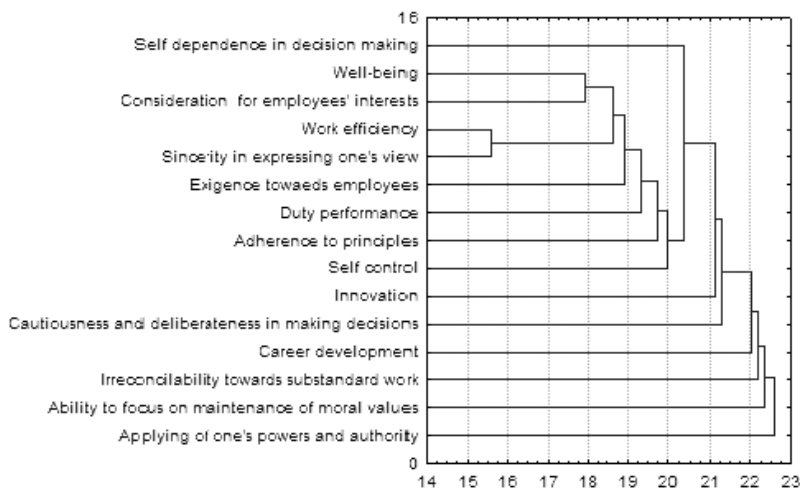
Findings

On the basis of the research results we can divide mid-level executives of Internal Affairs Agencies into groups with high and low level of statuses in collective in reference to the marks "axiological reference to law" and "practice in the application of law principles". The executives who got negative marks in terms of "axiological reference to law" have the same level of marks in terms of "practice in the application of law principles". These two categories of marks (axiological reference and practice in the application) don't have quantitative and qualitative differences in terms of the executives ingressed.

Thus, having used the practice of expert evaluation, implemented on the basis of the "Monitoring" program, we defined two groups of executives, who are willing and unwilling to violate legal and moral rules of legal behavior. The results of processing the values with the help of cluster analysis were introduced in the form of two struc-



tures (trees) of classification, relevant to the first and second groups of executives. We gave informative interpretation to the obtained hierarchical structures.



Pic. 1. The results of clusterization of employees of the first group

In the first group of employees who **are loath to illegal behavior** (picture 1) the concept of **“work efficiency”** has notional association with the concept of **“sincerity in expressing one’s views and opinions”**. This fact proves the importance of openness and confidence in the process of official activities. The efficiency of management activity undoubtedly depends on sincere attitude towards one’s duties, the openness to the subordinates, clearness, absence of “double standards” in assigning the tasks to the subordinates.

The concept of **well-being** has notional association with the concept of **“consideration for employees’ interests”** and is similar in sense to the concept of **“work efficiency”**. It proves that in terms of their connotative (emotionally associative) meaning the notions of well-being and efficiency of management activity are in the same semantic field, they’re connected and they complement each other.

The concepts **“work efficiency”**, **“consideration for employees’ interests”**, **“sincerity in expressing one’s views and opinions”** and **“well-being”** in the participants’ consciousness bear semantic adjacency with such positive notions as **“exigence towards employees”** and **“duty performance”**.

The concept of **well-being** doesn’t show notional associations as it demonstrates low level of similarity with concepts of **“innovation”**, **“cautiousness and deliberateness in making decisions”**, **“career development”**, **“irreconcilability towards substandard work”**, and **“ability to focus on maintenance of moral values”**.

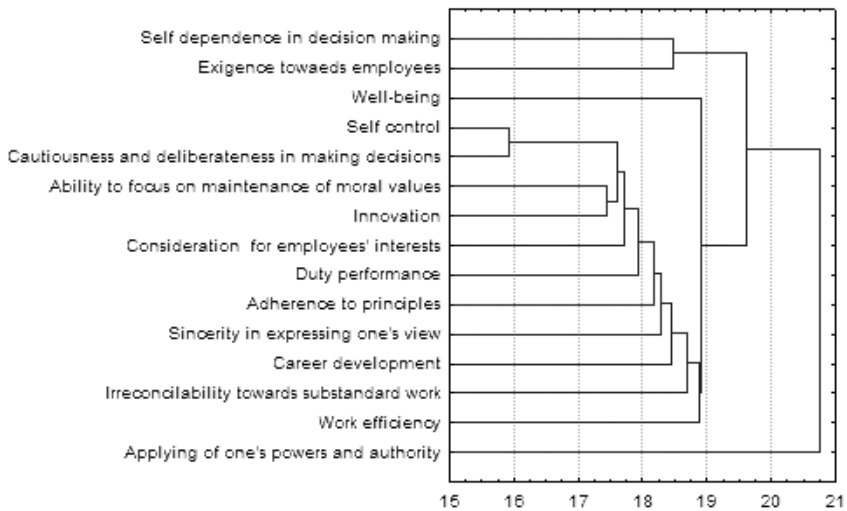


In this group of executives, all the concepts are gradually uniting in one common semantic field that has emotional-semantic spectrum of relationships. This emotional component is proved by a lower level of values similarity, where the concepts directly included in the working sphere of the participants, are united.

Thus we can conclude that the executives of this group acknowledge the present values in their own value system and follow them in everyday work.

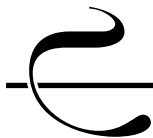
According to picture 2 that shows the marks of value orientations of the executive inclined to committing crimes we can see the unification of the concepts of **“self control”** and **“cautiousness and deliberateness in making decisions”** in one common semantic field in the participants’ consciousness. The notional unification of these values may show the high level of controlling one’s behavior and emotional responses, apprehension and accuracy of each managerial action.

The concepts of **“ability to focus on maintenance of moral values”** and **“innovation”** also showed high level adjacency.



Pic. 2. The results of clusterization of employees of the second group

The semantic adjacency of these values can be explained by the fact that in Internal Affairs Agencies the issues of employees’ morality has been given much attention so far. That issues is quite original for most of executives and it couldn’t be found in their value systems. Values by their nature are undoubtedly quite stable out-of-situational formations. Day-to-day realities make most executives look for new ways and means in achieving the targeted results, adjust to the situation taking into account their social status, which can’t provoke a quick change of value orientations.



For the participants of this group the concept of **“well-being”** isn't included in the same notional area with the concepts of **“work efficiency”**, **“irreconcilability towards standard work”**, **“exigence towards employees”** and also **“career development”** and **“sincerity in expressing one's views and opinions”**. Public responding to the questions of financial nature even using the procedure of indirect scaling the objects by means of colour preference produces the natural protective response as well as the reaction to the question about the efficiency of managerial activity. This can prove that the mentioned values, though being declared as paramount are not among the main positive personal values.

This category of executives, declaring top examples of low-abiding behavior, focusing others on moral criteria in professional activity don't adhere to these value orientation to the full extent. Thus, they demonstrate flexibility in their actions, declare socially-desirable values, proper behavior samples, adjusting to the situation in the optimum way that indicate the presence of “double standards”.

Therefore the peculiarities in structures of value orientations of the studied groups give evidence of different patterns in notional constructs of the employees, who are willing and unwilling to commit crimes. The executives of the first group showed the same semantic field in value system of the concepts of “work efficiency” and “well-being”, whereas the executives of the second group have these notions in different semantic areas, entertaining the possibility of illegal behavior regarding their official duties, focusing on financial benefit.

We can presuppose that the structure of value system in the second group forms psychological mechanism of possible illegal behavior among executives, that allows them to seek new opportunities to reach their aims and simultaneously make deliberate and cautious decisions, declare high-level examples of legal behavior and adhere to flexible, unstable system of “double standards”. This category of executives is notable for rationality in situation analysis, precision in taking thoroughly deliberate decisions; variability in behavior depending on the current situation and self interest.

Consequently, the results of clusterization of experimental findings in two groups of executives revealed qualitative differences in notional relationships between the concepts. The first group is characterized by unambiguity of understanding and accepting legal standards in their own system of values; legal standards and personal values form a common semantic field, where personal activity is carried out within the limits established by law. The second group is characterized by more differentiated attitude towards observance of standards, complex emotional-semantic attitude towards legal standards, where the importance of financial factor and opportunities provided by social status become priority.

This methodological approach can be used both for analyzing personal value system of the executives and defining the main direction of values of a particular collective, prompting to distinguish risk groups and open up new opportunities of early prediction and efficient prevention of illegal behavior among the employees of Internal Affairs Agencies.



References

1. Artemieva E.Y. Basic Psychology subjective semantics. M.: Smisl, 1999. Questions psychology of extreme situations, № 4, 2012. P. 43.
2. Garnet N.L. Legal awareness and legal culture. General Theory of State and Law.– M.: 2001. P. 243.
3. Kaspiarovich Y.G. Personality traits of a police officer who commits a crime of corruption // Psychopedagogica in law enforcement. OmA Russian Ministry of Internal Affairs, 2013, № 1 (52), p.52–55.
4. Kuznetsova O.V. Influence of gender on the socio-psychological climate official teams of the Interior // Psychopedagogica in law enforcement. OmA Russian Ministry of Internal Affairs, 2013, № 1 (52). P. 87–88.
5. Leontiev D.A. Psychology sense: the nature, structure and dynamics sense of reality.– M.: Smisl, 2007., P. 144.
6. Petrenko V.F. Basics psychosemantics.- M.: Ecsmo, 2010. P. 132. Certificate of state registration of computer programs № 2013613249.
7. Stolyarenko A.M. Applied legal psychology. Uniti-Danta, 2008. P. 152.
8. Test value orientations (M. Rokeach). Psychological tests./Ed. A.A. Karelin.T. 1.M., 2000. P. 25–29.
9. Etkind A.M. Color test relations // General psychodiagnosis / Ed. AA Bodaleva, VV Stolina. M.: Publisher Mosk.un-ta, 1987. P. 221–227.
10. Kluckhohn C. Values and Value Orientations in the Theory of Action//Toward a General Theory of Action/T.Parsons, E.Shils (Eds.). Cambridge: Harvard UP, 1951. P. 388–433.
11. Brizhak Z. I. Psikhologicheskoe soprovozhdenie sluzhebnoi deiatel'nosti kak osnova professional'nogo stanovleniia sledovatel'ia [Psychological support of service activity as a basis of the investigator's professional formation]. *Rossiiskii psikhologicheskii zhurnal – Russian Psychological Journal*, 2011, V. 8, no. 3, pp. 21–29.
12. Vasilyeva O. S., Kalachinskaya O. A. Osobennosti sotsial'noi ustoichivosti voennosluzhashchikh v usloviakh povyshennoi boevoi gotovnosti [Features of social stability of military personnel in conditions of red alert]. *Rossiiskii psikhologicheskii zhurnal – Russian Psychological Journal*, 2012, V. 9, no. 3, pp. 49–55.
13. Shkurko T. A., Goldin O. S. Lichnostnye i sotsial'no-psikhologicheskie faktory boegotovnosti voinskikh podrazdelenii – uchastnikov kontrterroristicheskikh operatsii [Personal and social-psychological factors of combat readiness of army units – participants of counter-terrorist operations]. *Rossiiskii psikhologicheskii zhurnal – Russian Psychological Journal*, 2010, V. 7, no. 5, pp. 134–139.