

METHODOLOGICAL BASES OF PROFESSIONAL AND PSYCHOLOGICAL SELECTION TO THE ORGANS OF THE INTERNAL AFFAIRS

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Abstract: Vocational-psychological selection has its own history and stages of development, and today in many countries of the world (for example, Germany, France, Israel, the USA, the Russian Federation, Kazakhstan, etc.) its conclusions and recommendations are used in the selection of professions, hiring, and appointment.

Keywords: psychological selection, implementation, professional task, practical importance

The aim is to gather mature specialists within the framework of the system, taking into account the purpose, subject, means and conditions of professional activity. In this sense, "Acceptance of citizens to the service of the internal affairs bodies, appointment, their promotion and transfer to another position are carried out regardless of the gender, race, nationality, language, religion, social origin, faith, personality and social status of the citizens." Because the main factor affecting the reputation of every office, organization, and the trust of citizens is a well-educated specialist, that is, his professional experience, skills and competence. The reason is "Physically and spiritually perfect young people are the decisive force of today and tomorrow." The results of psychological selection serve as a scientific basis for selecting such people.

There are four directions of selection activities for the profession, such as medical, physiological, pedagogical and psychological selection. "Each field of selection for the profession has its own idea, hypothesis, goal and task, theoretical and practical significance, is carried out using special psychological methods, and based on the requirements of the profession, the only conceptual idea that unites them is: "Perform your professional duties at the required level It consists of selecting the receiving, emotionally and willfully stable specialists-employees. Today, the field of psychological services of career selection is gaining practical importance and is becoming more relevant based on the influence of individual-personal, social, professional, and technical factors. This, in turn, is aimed at determining the candidate's value system and direction, motivation, interest and desires, based on specific psychometric: tests and questionnaires, hardware methods, and studying those who have the qualities to perform the tasks assigned by the organization and office. Acquiring a profession is determined by the level of acquisition of field knowledge, skills and abilities, in which a diploma of legal, that is, specialization, occupies an important place.

As stated in Chapter 6, Article 31 of the Law on Internal Affairs Bodies, "Citizens of the Republic of Uzbekistan admitted to the service of internal affairs bodies must undergo special professional training or retraining. Training of professional personnel for internal affairs bodies is carried out by educational institutions of the Ministry of Internal Affairs of the Republic of Uzbekistan, as well as other educational institutions. In the implementation of this, conducting a psychological selection in the system of internal affairs bodies, determining the professional psychological fitness of the candidates directly ensures the effectiveness of the activity.

Improving the efficiency of law enforcement agencies has the following aspects: productivity expressed in terms of quality and quantity, accuracy and speed of actions performed within the framework of professional tasks, maintaining the high quality performance of professional tasks and obligations within a specific time and space, ensuring the high image of an employee of internal affairs bodies. , gaining the trust of citizens is one of them.

The Law of the President of the Republic of Uzbekistan "On Internal Affairs Bodies of the Republic of Uzbekistan" dated September 16, 2016, the Law of the President of the Republic of Uzbekistan dated April 10, 2017 "Fundamentally increasing the efficiency of the activities of internal affairs bodies, public order" are the legal basis for determining the important professional qualities of employees of internal affairs bodies. , the decree No. PF-5005 on measures to strengthen the responsibility of citizens in ensuring reliable protection of their rights, freedoms and legal interests and "Measures to fundamentally improve the system of training, retraining and professional

development of employees of internal affairs bodies" dated August 16, 2017 on" No. PQ-3216, dated November 29, 2017 No. 3413 "On measures to radically improve the procedure for working with personnel of internal affairs bodies and organizing their services" and orders and instructions of the Ministry of Internal Affairs serve.

From a scientific-psychological point of view, the principles of "Unity of consciousness and activity" and "Development of consciousness in activity" (L. Vygotsky, A. Leontev, S. Rubinshtein, etc.), "Theory of the formation of the personality of a master of profession" (G. Abramova, A. Verbitsky, I. Dubrovina, E. Klimov, N. Pryajnikov, et al.) "Theory of psychological modeling" (N.M. Amosov, A. Bratko, L. Wekker, V. Starinets, et al.), "Acmeological-psychological cognition principles" (B. Ananov, A. Derkach, A. Sitnikov et al.), "Concept of professional self-awareness" (O. Moskalenko, I. Chesnokova et al.) can serve as a methodological basis.

Taking into account that the employees of the internal affairs bodies perform the following tasks within the scope of their duties during the professional-psychological selection, determining their professional qualifications is aimed at improving service activities: first, maintaining public order and ensuring security; secondly, to prevent and combat crime; thirdly, to prevent public disturbances; fourth, to prevent confusion and panic in emergency situations; fifth, to protect citizens' property in case of man-made incidents; sixth, such as the implementation of protection against strategically important structures.

In this sense, studying the important professional and personal qualities of the employee on the basis of psychological methods during appointment and appointment acquires scientific and practical importance. Theoretically, we can describe the socio-psychological description of the work of an employee of internal affairs bodies as follows:

- The activity of an employee of the internal affairs bodies is considered a type of public service, and its completion is defined on the basis of normative legal documents;
- The activity of the employee of internal affairs bodies is based on principles such as legality, humanism, respect for human rights;
- Measures related to fighting crime and maintaining public order are regulated on the basis of normative-law, and special forces, methods and tools are used for this purpose;
- Employees of the internal affairs bodies are given authority to a certain extent and scale, and its purposeful and appropriate use depends on the level of professional knowledge, skills and legal awareness expressed by them;
- In the course of professional activities, such as conducting prevention, ensuring that crime does not occur (as a psychological system: "employee-criminal" relationship), the employee has the power to influence and uses psychological, reprimand, use of weapons, etc. to prevent violations of the law;
- Employees performing their professional duties in the scope of various situations, sometimes have to act in a conspiratorial manner, all of which require psychological training;
- The work of an internal affairs officer is characterized by the influence of various stressful factors, time pressure, lack of information, the need to work day and night, and the social environment factor has its influence on their work, etc.

The selection and training of suitable candidates for the internal affairs system from among our citizens in terms of individual psychological characteristics is not only psychological, but also important in terms of political, economic, legal, and medical aspects, and taking into account the nature of new risks and threats, it serves to further strengthen the effectiveness of the system. does.

The success of employees' service activities is related to the motivation of work, therefore, it is recommended to take into account the following stable positive motivations during career orientation and professional selection: first, when describing the activities of internal affairs bodies, show its aspects that require an interesting and creative approach; secondly, the existence of the goal of forming professional honor, loyalty to the profession and professional pride in the process of professional education; thirdly, to ensure employees' growth in the ranks, professional competence and the future of their service based on evidence; fourth, to prepare working conditions and create a positive moral environment in service teams.

In turn, this motivation is a guarantee of ensuring the positive attitude of employees and employees towards their duties. Therefore, it is desirable that the following socio-psychological qualities are reflected in the professional profile of the employees of the internal affairs bodies:

- reasonable risk;
- sharp mind;
- professional observation;
- self-restraint, calmness in conflict situations;
- attracting the attention of citizens and gaining their trust;
- being able to observe and evaluate the inner experiences of a person;
- being able to stand in one's own point of view;
- truthfulness

- ability to demonstrate eloquence, speech culture;
- being able to draw conclusions from different and conflicting information;
- being able to remember appearance and behavior patterns;
- maintaining constant intellectual activity;
- personal trust;
- being able to make the right decision;
- being able to correctly assess one's knowledge and physical strength;
- being able to properly distribute attention and maintain it for a long time while performing various actions;
- to be ready to face various risks and threats;
- knowing the content of facial expressions;
- to be able to quickly communicate with citizens, etc.

As can be seen from this psychological classification, it is recommended to use psychometric and hardware methods based on their duties in the selection of employees of security department, crime prevention department, public order maintenance department, fire safety department, as well as on-duty employees, investigators, investigators. Although, in terms of purpose, the tasks performed by the employees are not similar, the only object that unites them is the person of the criminal, and the object is his crime, illegal action.

If we perform an institutional analysis of the set of tasks facing the internal affairs bodies, we can observe the application of polyfunctionality. That is, we can distinguish a separate group of employees who perform special tasks. This, in turn, requires an autonomous approach to psychologists in the process of career selection and appointment. After all, the stages of a person's professionalization have their own dynamics:

- first stage: "mastering the role of an employee" 17-25 years old;
- the second stage: "achieving professional results" 25 - 40 years old;
- the third stage: "becoming a master of the profession" age 40 and above.

In this process, socio-psychological factors (personal and interpersonal relations) and the mechanism of ensuring efficiency (organizational management, current procedure, social cooperation, personal actualization, etc.) have their influence. This, in turn, requires the purposeful use of the results of psychological teachings in management. For example: the professional activity of an operational worker differs from other service workers in terms of scope, size, content, many actions, mental and physical stress. This, in turn, requires taking into account the main ideas of the following psychological classifications when assessing the candidate's professional suitability:

Mnemonic property (memory size, speed of recall, consistency of learned materials, accurate and quick recovery of information, readiness of memory for quick recovery). It should be taken into account that there is a place for professional memory, quick memory (in general, memory size is measured in 7 ± 2 information units).

Imaginative properties are manifested in the separation of various objects and figures on the basis of their signs on the scale and scale of imagination.

The characteristics of thinking are expressed in the index of general intelligence, social intelligence and special intelligence, and are manifested in the performance of official duties, in emergency situations, in working within the framework of the law.

Attentional characteristics, such as the ability to allocate attention to them, size, stability, distribution and transfer, ensure the meaningfulness of the employee's activity.

In order to perform his duties according to the established procedure, the employee must have the following skills, which are mainly acquired during professional education:

- the ability to perform duties in life and activity-threatening situations;
- disarming the criminal, being able to use a weapon if physical force is necessary during the arrest;
- realizing that one is responsible for one's actions;
- being able to communicate with people of different psychotypes and professions;
- strong psychophysiological endurance (ie: 7 days of work, not losing workability during 10-12 hours of work);
- access to various roles, etc.

Based on the product of systematic perception, it can be noted that the presence of syndromes such as aggressiveness, sensitivity to internal and external factors, high level of emotionality, inhibition in an employee are the main indicators of "unfitness for the profession". This, in turn, should be studied on the basis of scientific methods within the framework of psychological services.

The activity of the employees of the internal affairs bodies depends on their qualitative classification, i.e. psychological components such as normality, organization, possession of professional training, mastery and efficiency. It can be seen that this once again shows the theoretical and practical relevance and social significance of psychological selection for the profession. Because in service practice, professional competence is perceived as a standard of professional mastery. Therefore, firstly, the motive of choosing a profession of the candidates for internal affairs bodies; secondly, the motive of professional study; thirdly, professional purpose; fourth, life skills; fifthly, we

believe that it is necessary to prepare a "Psychological map" for each employee by comprehensively studying the motivations for achieving success on the basis of psychodiagnostic and projective tests, questionnaires and hardware methods. The psychological map is kept in the personal work folder of each employee, and during the appointment to the next rank or position, the individual-personal data in it can be used as part of the information about the employee for the attestation commission and senior managers. For this purpose, the name of the psychometric methods used by the specialist-psychologist, the score index, conclusions and recommendations should be noted on the map of each psychological study result, such as recruitment, recommendation for study, appointment to a position, provision of psychological support. It has the following features for management:

- the source of personnel reserve of internal affairs officers is scientific
- Based on psychological information, it is enriched, taking into account the personnel policy monitoring of ongoing measures is carried out;
- a psychological portrait of each employee is prepared, which, in turn, facilitates the process of working with them and their family members;
- the dynamics of personal and professional growth of the employee are determined scientifically, management methods are improved;
- when appointing a position, it is determined whether he can perform his duties or not;
- various subjective regarding the employee's personality and professional ability (such as exaggerated, understated, unsubstantiated) data into existence ensures that it does not come;
- timely diagnosis of service and personal problems and practical assistance display conditions are provided, etc.

In conclusion, we should point out that based on the essence of the Law on the Internal Affairs Bodies of the Republic of Uzbekistan, when conducting the psychological selection of candidates for service, they are divided into groups such as leaders, sergeants, officers (junior, senior and senior), personality tests (personal aimed at determining motivation, interests, talents, emotional and individual characteristics); Intelligence tests (aimed at determining the level of mental ability of a person); Aptitude tests (aimed at identifying a person's ability to master certain educational materials (general and special abilities); Achievement tests (aimed at determining the degree of success of a person in one or another activity, for example, in professional studies, in the process of language learning) can give positive results if they arise from the tasks set before the professional psychological choice.

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