

PEDAGOGICAL SCIENCES

PSYCHOLOGICAL AND PEDAGOGICAL ANALYSIS OF PROFESSIONAL ACTIVITY FEATURES OF THE EMPLOYEES OF INTERNAL AFFAIRS AGENCIES OF UKRAINE IN EXTREME CONDITIONS

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Abstract

The author of the article reviews psychological and pedagogical research, which demonstrates behavior patterns, expression of certain emotions and qualities of personality in extreme conditions and the ways of increasing the efficiency of professionals' work in such conditions.

Keywords: professional activity of the employees of Internal Affairs Agencies, extreme conditions, extreme situations, professional readiness for the work in extreme conditions.

Professional activity of the employees of Internal Affairs Agencies of Ukraine is connected to a high level of physical and emotional tension, to an adequate responsiveness in the lack of time situations and often proceeds in challenging situations and life-threatening armed circumstances. Such situations, extreme conditions and circumstances cause tough psychological impact and create difficulties for the employees of Internal Affairs Agencies in their task solutions. These situations influence the result and demand psychological resistance, special training and skills for extreme conditions [3].

Analysis of recent research and publications.

The works by V. Androsiuk, O. Bandurka, L. Kazmirenko, S. Kuznichenko, M. Kostytskyi, V. Lukashevych, H. Tumanov and V. Plisko are focused on researching the issues of the specifics of professional activity of the employees of Internal Affairs Agencies in extreme conditions. The content and functions of the activity of the employees of Internal Affairs Agencies, their missions are revealed there; and basic professional knowledge about the activity of the employees of Internal Affairs Agencies are also defined. Although all these works don't consider the features of the professional activity in specific extreme conditions.

The objective of the article is to outline the main areas of professional activity features of the employees of Internal Affairs Agencies in extreme conditions.

The main part. Professional activity of the employees of Internal Affairs Agencies is performed in difficult and extreme conditions. Under the extreme conditions of the professional activity of the employees of Internal Affairs Agencies we mean the working conditions that are on the edge or exceed the capacity of human body. One or few factors of such conditions have extreme, i.e. borderline values [2, c. 88]. The important feature is that extreme conditions of the activity of the employees of Internal Affairs Agencies cause strong emotional reactions, which influence mental processes and therefore, productivity of the employees. The extreme conditions are distinguished by deviance from professional activity norms, dangerous factors launching threats against health, life or exceed the capacity of human body. Besides, the extreme conditions

are marked with the dynamic in coordination, which determines the change in homeostatic reaction system, and with body mobilization, stress and decrease of activity regulation [2, c. 35].

We have suggested our own classification of extreme conditions of professional activity of the employees of Internal Affairs Agencies as follows: 1) general conditions connected with the law enforcement risks as a result of stressful job, overtime schedule and other general risks; 2) specific conditions connected with: a) professional activities in emergency (during natural disasters, accidents, technological, humanitarian and military disasters); b) specific activity area of the employees such as extraordinary cases in the field work, civil security, special forces raid or during terrorist attack revealed preparation or when it takes place) [2, c. 40].

Our research requires all important aspects, starting from the list and classification of extreme conditions to their influence on personal state of the employees of Internal Affairs Agencies and to the professional task performance.

The study results point out the following professional values and personal traits, as the requirements included in professional readiness of the employees of Internal Affairs Agencies, who must stand harmful influences: resistance to stress, psychological stability, stamina, self-control, self-adjustment, attention, confidence, tolerance, emotional self-control, proper control of a situation and self-perception, critical thinking, balance, restraint, tenacity, readiness to apply methods of physical action, good physical training, proactive attitude, self-sufficiency, communicative skills, responsibility, resolution, etc.

Under «professional readiness to work in extreme conditions», we understand comprehensive and integrative personal trait providing with the high standard of professional performance and personal security of the employees of Internal Affairs Agencies. This personal trait consists of different elements reflecting professional actions of the employees of Internal Affairs Agencies in extreme conditions and resisting such conditions [2, c. 46].

Scholars studied professional activity of the employees of Internal Affairs Agencies in extreme conditions. Let's turn to the definition made by the scholars, who have researched the issue of professional activity of the employees of Internal Affairs Agencies in extreme conditions.

Y. Aleksandrovsky noticed psycho-traumatic circumstances effecting people experience in extreme situations, such as giant complex irritants provoking mental impairment, which demonstrates reactive psychogenic disorder even with mentally healthy individuals [1].

Thus, according to the primary activity of professional characteristics with in Internal Affairs Agencies of Ukraine (Kyiv, 2003), the most significant professional qualities making the basis of productive working condition of the employees in extreme situations are: 1) personal traits such as psychological reliability, resistance to stress, stable reasonable self-esteem, focus on purposes, insistence, even temper, self-confidence, etc.; 2) ability for self-regulation (release from stress and emotional determined pressure); 3) ability for conflict-free communication with the environment at the moment of professional activity and communicative competence (empathy, ability to come into contact, etc.); 4) personal security psychological skills; 5) tactics and psychological skills to act in extreme situations [11, c. 67].

Professional employees of Internal Affairs Agencies of Ukraine need the following skills for acting in extreme conditions: mature and real vision of the future professional actions in extreme situations, ability to real evaluation of the future threat while performing professional duties; ability for high adaptation level in professional activities; adaptation to the team and to task execution – aim, conditions, information, method and means of actions; high level of psychological stability; domination of positive psychological state in the team [15, c. 107]. Successful professional activity operation in extreme conditions demands for the employees of Internal Affairs Agencies to be boundary concentrated, complete mobilization, guard, attention, high mental activity, confidence of success, emotional and volitional stability, readiness for active actions as long as competent professional knowledge, skills and abilities [15, c. 108].

V. Diachenko emphasizes that law enforcement activity has high emotional pressure. In such circumstances the employees of Internal Affairs Agencies struggle with certain difficulties, such as ability to be aware of a fast moving life circumstances, to find best decisions in complicated and irregular situations, taking into account age, gender, professional and individual characteristics of citizens. At the same time the employees should keep calm and self-control, namely, they should keep professional strength [6].

The researcher M. Kovalchuk studied modern issues, ways and means of complex social and psychological aspects of activities of different professionals in ordinary and extreme work conditions. Particularly he outlined effective methods of psychological diagnostics, the system of measures to preserve and renovate

the functional states, working efficiency of the professionals. He also marked special features to provide adequate adaptation, reliability and secure service of the professionals in certain working conditions [9]. Although the author did not research particularly the professional field of the employees of Internal Affairs Agencies, his methods are applicable for them too.

O. Korniev stressed in his research conditions and factors providing the SWAT teams with the effective decision-making during their missions. The researcher established essential professional criteria for the recruitment of SWAT team personnel and offered the job profile diagram of the SWAT team employees as long as the qualification profile as a basis of professional skills development of experts. The publication demonstrates the method of SWAT team professional and psychological skills training. This method is committed to the professional and psychological readiness and rational technology retrieval for task performance [8].

Several researches deal with the external stimulation of the employees of Internal Affairs Agencies. The aim is to motivate the employees to the qualitative performance of their professional functions regardless conditions and circumstances of their activities. Thus, as it is stated by O. Syniavska, the main means to provide discipline within Internal Affairs Agencies of Ukraine are social, economic, organizational and legal, among which the subject of management determines and implements the most effective and helpful. As the main means of the provision of discipline within Internal Affairs Agencies, the author distinguishes development and growth of motivation as long as social attitudes of the staff concerning discipline responsibility [12].

The research of Y. Khrustalov reveals specific features of the professional activities of managers of Internal Affairs Agencies and relied extreme factors. High level of psychological pressure, strong temporary and resource restrictions in making management decisions, multiple and complex professional tasks, informational uncertainty in decision-making, high responsibility for the results and professional errors are internal factors. Contradiction in regulatory prescriptions along with their uncertainty, absence of the distinct estimation criteria of the effectiveness of the executive staff activities and multiple subordination of the managers of Internal Affairs Agencies are external factors [14].

Therefore, we distinguish one more factor of ethical and legal responsibility of the managers of Internal Affairs Agencies of Ukraine for life and health of the employees and citizens in extreme situations.

V. Venediktov specified positive and negative aspects of social and legal characteristics of responsibility of the employees of Internal Affairs Agencies, and revealed its concept. In his research, he defined career of the employees of Internal Affairs Agencies as a factor of labor activity increase and enforcement as a negative legal responsibility aspect of their activity. V. Venediktov analyzed the subject matter and guarantee of the legitimacy of the activities [4]. That is the qualitative work of the employees of Internal Affairs Agencies depends on the mature personality supported by enforcement and proper conditions for the career.

The researches mark the element of conscious comprehension of the reality, which stands back on the back ground in difficult and stressful situations leading out the emotional regulation of the situation [13]. However, the emotions should be adequate or in adequate according to the demands of the professional activity. Posttraumatic syndrome, psychogenic stupor, psychomotor agitation and affection can be traced back. According to the studies by B. Lomov, these reaction elements appear in the shape of fear, panic, anxious expectation, sthenic fighting excitement connected with active conscious activity [10].

It ought to be remarked that psychological and mental state of the employees of Internal Affairs Agencies in extreme conditions may appear in changes of cardiovascular system function, increase of emotional resilience, decrease of latency period of motor reflex, increase of rate of movement in unit time, increase of exaltation and certain focus of consciousness [7, c. 149]. The similar behavior in extreme conditions was described by M. Diachenko, who marked behavior disorganization, slowness of movements and change of activeness and comprehension of occurred troubles, their adequate evaluation and increased self-control. These factors appear as a background of stress, conflict situation, frustration or crisis [6, c. 199–200]. The basis of such reactions is a sudden change of a situation. It requires a new plan of actions, retreat of stereotype in the time constraint [5].

Therefore, the scientific research proves the influence of extreme conditions in the professional activities of the employees of Internal Affairs Agencies such as physical, psychological, emotional, cognitive, behavioral factors, which determine actions of the employees in extreme conditions [2, c. 45].

Conclusions. After reviewing the psychological and pedagogical sources concerning the professional activities of the employees of Internal Affairs Agencies, we can make the following conclusion – for the successful operation in extreme conditions, the employees should have competent professional readiness for actions in extreme situations as long as special training should be conducted at the Universities of the Ministry of Internal Affairs of Ukraine. The training should take into account specific factors and functions of the activity of the employees of Internal Affairs Agencies in extreme conditions, determinate such conditions and their influence on the professional readiness of the employees for extreme situations and form professional readiness during the training process.

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