

Psycho prophylaxis of professional deformation of internal affairs officers in the context of the competence approach

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Abstract. The article deals with the issues of psychological work on the prevention of professional deformation of internal affairs officers in the context of the competence approach. The development of measures aimed at creating the conditions for the competence development of each individual employee in accordance with the profile of professional competencies necessary for the organization is the basis for preventing professional deformation within the framework of the moral and psychological support of operational and service activities.

Currently, staff psychologists continue the practice of studying professional competencies from the point of view of studying personal characteristics that limit professional psychological suitability to serve in the internal affairs bodies.

Keywords: *prevention of professional deformation of the person, competence-based approach, individual (limiting) features that limit professional psychological fitness.*

I. INTRODUCTION

The actual direction in the field of research of professional deformation is the moral and psychological support of operational and service activities of the personnel on duty serving professional duty in the extreme conditions of activity (law enforcement officers, military, pilots, etc.). Political and macrosocial processes occurring in the modern world place high demands on the level of professional competence of people in this category of professions, as well as on the effectiveness of measures taken to increase the adaptive capacity of military and security agencies [2].

The reform of the system of internal affairs bodies of the Russian Federation, the planned restructuring of units in 2019-2024, the increasing complexity of the professional standards of the police, on the one hand, and the steady shortage of highly qualified and competent professionals in the labor market, on the other, determine the high demand for research definition and use of effective ways of selection and further work with personnel with the aim of preserving the working ability of working employees, effective solving the problems of formation, development and rational use of human resources. Reforming the law enforcement system involves improving the efficiency of the department by recruiting and adapting new employees who are capable of

professional growth and withstanding the negative effects of the specifics of the profession, as well as developing the necessary competencies among experienced employees who have proven themselves to be true professionals and meet all the moral and professional requirements guardian of order.

The phenomenon of the process of favorable professional adaptation of a person to life in extreme conditions is one of the most important interdisciplinary problems and, despite the large amount of research in this area, its study remains relevant, requiring detailed analysis, both in theoretical and practical terms [6].

It is known that the process of professional adaptation of law enforcement officers is accompanied by recurring external and internal contradictions that arise when making legal decisions in conditions of high personal responsibility for their actions, experiences of insecurity in professional solvency, during which the vector of professional development of an employee's personality can change. The observations made in the process of psychological work showed that mastering the profession of a policeman is related both to the development of the employee's personality, his competencies, knowledge, skills and abilities that contribute to the successful implementation of his professional activities, and to the adverse effects of the formation of cases, negative personality changes: violation of general well-being, the appearance of chronic fatigue, increased conflict and negative manifestations in the relationship with civilians, colleagues, management, family members.

The need to prevent adverse consequences of service, professional deformation among the personnel of the internal affairs bodies, dictated by the state requirements to the work of the department, the level of professionalism of staff and their resistance to various adverse effects associated with the service. In turn, the resilience of police officers to professional deformation is directly dependent on the level of professional competence of each individual employee. Employee competence and professional deformation are interrelated and interdependent as follows:

on the one hand, the development of professional deformation reduces the level of professional competence, and on the other, a high level of competence contributes to an increase in personal immunity to the effects of professional deformation. In this regard, there is an urgent need for departments in the constant monitoring and study of mental phenomena that impede the successful performance of professional duties of employees that have a real impact on negative personality changes.

II. METHODOLOGY AND RESEARCH METHODS

When choosing methods and methods of research, the literature data on their validity, reliability and prognostic value were taken into account:

- Methods of theoretical research: analysis of regulatory documents governing the activities of units of internal affairs bodies, interdisciplinary analysis and synthesis of psychological, legal, pedagogical literature on the topic of research;

- empirical research methods: observation, conversation, structured interview using the method of critical incidents J. Flanagan, questioning, method of expert assessments, a set of techniques recommended by the department of state personnel service of the Ministry of Internal Affairs of Russia;

- Mathematical processing methods: pairwise comparison method, standardization method, frequency, comparative and correlation methods of statistical analysis. Mathematical and statistical calculations were performed using a specialized software package for processing data SPSS and Excel.

III. THEORETICAL ANALYSIS OF THE PROBLEM OF THE PREVENTION OF PROFESSIONAL DEFORMATION OF INTERNAL AFFAIRS OFFICERS IN THE CONTEXT OF THE COMPETENCE APPROACH

With all the variety of studies of this problem (Beznosov S.P., Budanov A.V., Gellershtein S.G., Zeer E.F. Marin M.I., Stolyarenko A.M.) there is a need to integrate and develop new knowledge about professional deformations that have a negative impact on the professional development of the individual, reducing the overall level of professional competence of employees of internal affairs bodies.

From the point of view of E.F. Zeer, professional deformation - these are gradually accumulated changes in the existing structure of activity and personality, which have a negative impact on labor productivity and interaction with other participants in the labor process, as well as on the development of the personality itself [4].

Solutions to the problem of deformation, which are considered by the authors, have different approaches, they can be divided into two main areas. The first approach is to identify pronounced cases of negative strain and work with this contingent of employees. The second way is the formation of favorable social and psychological processes in service teams that contribute to the prevention of the development of negative processes. The result of excessive adoption of the first or second approach has its limitations. Thus, the identification of pronounced cases of negative deformation leads to the replacement of the concept of a negatively deformed employee by a "werewolf in uniform", which unduly simplifies this problem. Secondly, the study

of the manifestations of deformation often comes down to the search of an individual for the behavioral manifestations corresponding to the description of the deformation. However, it is difficult to draw conclusions from the observed reactions, which preceded the adverse development of the personality. Hence the difficulty of finding solutions for the prevention of deformity in service teams. It can be stated that the manifestations of deformation are the result of problems arising in the process of adaptation. The second way is effective and in demand if there are highly professional competent employees in the team. Both directions are complementary and demanded in psychological work in service teams. At the same time, both directions are not sufficient for the solution of most issues of the prevention of professional deformation. In our work, we mainly proceed from the experience and results of psychological work in the internal affairs bodies in 2004-2019.

Observations carried out in service teams showed that personal problems formed by a number of employees, which have a destructive impact on the results of their professional activities, including those expressed in violations of discipline, readiness to leave the police because of increased mental and physical fatigue, reduced interest in the service, fear will not cope with official duties, reducing the desire for a creative solution of the tasks, orientation "to serve at any price to retire", readiness to achieve this goal to violate the moral requirements of the team and the profession, as a rule, were associated with the lack of the necessary professional and specialized competences, and as a result, the lack of staff readiness for a positive self-perception of the professional activity and self-identity in the profession, developed by a negative professional process deformations.

In this sense, the basis for the formation and further development of the individual the necessary level of immunity to professional self-destruction, disappointment in the profession, is the choice of an employee position corresponding to his existing set of professional competencies. Observations showed that the presence of the necessary professional competencies among employees contributed to their effective socialization in the service team, adaptation to the new job requirements, maintaining the necessary balance between meeting the requirements of the service and the individual psychological resources of the individual, allowing them to withstand the destructive processes characteristic personality deformation. Therefore, today the competence-based approach is becoming the most relevant tool that is used in the framework of measures to prevent professional deformation of internal affairs officers. The regulatory base of the research is departmental legal acts governing the organization of moral psychological support of operational activities in the internal affairs bodies of the Russian Federation.

Measures for the prevention of professional deformation within the framework of the competence-based approach in the internal affairs bodies can be divided into primary (formation of a bank of professional, specialized and personal competencies in accordance with the requirements of official duties) and secondary (professional selection of candidates for service or study, selection of reserves for promotion or redeployment, including management

positions, selection of employees to perform special operational and service tasks.

The formation of a bank of professional, specialized and personal competences represents the collection and analysis of data on the necessary components of professional competence for a particular position, the formation of activity profiles based on them. In our work, we formulated and considered: the profile of professional competencies, the profile of general professional competencies, the profile of professional-specialized competencies, the profile of professional-specialized competencies of managers.

In domestic science, studies related to the competence-based approach are presented in the works of V.I. Baydenko, A.S. Belkina, Yu.V. Vardanyan, V.I. Ginetsinsky, A.A. Derkacha, S.A. Druzhilova, E.F. Zeer, I.A. Winter, ETC. Zinchenko, E.A. Klimova, A.V. Klyueva, N.V. Kuzmina, L.V. Lvov, A.K. Markova, T.V. Savinova, V.A. Slastenina, V.N. Sofina, A.A. Frumkin, V.D. Shadrikova, V.A. Yakunin and others.

From the point of view of E.F. Zeer, the main "components of professional competence are social and legal competence, special competence, personal competence and auto competence (adequate understanding of their social and professional characteristics and possession of technologies to overcome professional destruction)" [5].

IV. RESULTS AND DISCUSSION

In our work, the job profile of activity - outlines the range of solved professional tasks and determines the cumulative set of personal characteristics of a specialist and professional competencies, ensuring the effectiveness of his activities determined by the official regulations [7].

In the process of conducting research activities, it has been established that each position in the model of professional competence has its own unique profile, reflecting the required level of performance of the job regulations. It is the profile that is unique for each position that can be used to assess the competence of an employee or applicant for a position in order to make individual personnel decisions: on hiring, vocational guidance, conducting activities aimed at increasing motivation, striving for career growth, professional training and self-development. the basis of the formed natural inclinations of the individual [5,7]. Development of individual measures aimed at creating the conditions for the competence development of each individual employee in accordance with the profile of professional competencies necessary for the organization is one of the bases for the prevention of professional deformation within the framework of the moral and psychological support of operational and service activities, determining effective ways of mentoring and in general working collectives corresponding to modern requirements. The development of profiles allowed us to compare with each other the necessary set of qualities required by specialists from various departments. Such a comparison is necessary for various reasons, one of which is the need to obtain information about the necessary qualities imposed on the basis of the regulatory requirements for this position. The information was analyzed taking into account the opinions of experts who have worked in the position for at least five years and have high performance indicators.

As a technology for the formation of professional competence profiles, we used the traditional methodology for developing a competency model. The technology is adapted to the non-state Russian-language sample of M.O. Olekhovich and N.A. Kostitsyn [10]. Correction of indicators was carried out together with experts during the period of filling out questionnaires, as well as during their interviewing. Experts rated each quality from the standpoint of its influence on the effectiveness of the professional activities of the policeman on a five-point scale. As a result of the analysis of the obtained data, the structure of the most sought-after competencies in the divisions of public order was determined.

Research conducted in the service teams of the following units:

- special detention center, temporary detention center (guard and escort units of suspected and accused persons)
- units engaged in administrative practice
- district police officers
- juvenile affairs
- patrol police service
- State Traffic Safety Inspectorate.

Competences are considered taking into account the possibility of their mutual compensation in the implementation of activities in a particular position. In the course of the study, definitions of employees' competences are given on the example of public order protection units, as the most numerous unit of the internal affairs bodies.

The profile of professional competencies is a set of competencies necessary for employees of internal affairs bodies to successfully fulfill the requirements of the regulations and achieve high results in their activities. The profile assumes the ability of police officers to solve professional tasks based on knowledge, experience, motives and value orientations [7, 13].

The profile of general professional competencies is basic and includes the competencies necessary for successful service.

The profile of the professional and specialized competencies of employees includes the competencies necessary to successfully complete the assigned tasks for the position held.

The profile of the professional and specialized competencies of managers includes the competencies necessary for the successful work of employees in the role of manager.

The profile of general professional competencies reflects the requirements of the organizational culture of the internal affairs bodies, describes the business image of the candidate, regardless of position.

In the process of conducting the study, after processing the data, the general most necessary professional competencies of the employees of the public order protection division were:

- "mental balance"
- "professional motivation"
- "conflict resistance"
- "communication"
- "learnability"

The severity of the listed competencies in the total sample was more than 85%.

The mental balance of employees of internal affairs bodies, by the example of public order divisions, was considered in terms of the necessary personal qualities of employees, the preparedness and ability of candidates for the service and current employees to manage their emotional state in the service and at home, and readiness to adequately respond to any demands of the service in extreme situations. The results of the study, according to experts, revealed that this competence is the most important in the profile of professional competencies of a police officer (100%). Signs of impaired or apparent instability of the mental balance of a police officer serve as an indicator of the development of negative personal processes: a decrease in the level of intelligence and the potential of social adaptability, provoking sensations of professional inconsistency and inaccuracy of the chosen profession, dynamically proceeding negative changes adversely affecting professional motivation, results of professional activity and state employee health.

The presence of professional motivation of a policeman is to a large extent the basis of his production efficiency, confidence in the full performance of his official duties, reliability in terms of the likelihood of adverse personal changes.

When carrying out activities for the selection of candidates for the service of a psychologist cadre unit takes into account the fact that the prerequisites for the formation of professional deformation and a sharp decline in professional motivation may lie in the mistaken choice of an individual profession. So, for example, by the notion of service in law enforcement agencies, a candidate for a position may mistakenly understand, first of all, the choice of a socially significant profession with a high level of social security and money, in some cases a profession denounced by the authorities.

The role of professional motivation in the work was considered taking into account the requirements imposed on public servants, their degree of reliability, responsibility, is one of the most significant indicators of indicators of low risk of development of professional deformation against the background of social and creative activity of the individual.

The divisions in which employees should have the highest level of professional motivation, experts attributed service teams whose activities are more characterized by uniformity and monotony (SP, ITT and traffic police). Monotonous and monotonous work, dulling the level of attention of an employee, is simultaneously characterized by a high level of responsibility. One error in the work of these units is enough to dismiss an employee from the service for negative reasons.

Common to these units is the shift nature of working with night service and the lack of career opportunities. Replaceable night work schedule disrupts the course of biological clocks, which as a result can influence the level of mental exhaustion. The divisions of the joint venture and the ITT are part of a number of divisions with the highest level of auto-aggressive behavior. With a lack of motivation, an employee often gets tired of monotonous work that does not require professional development, with a high level of responsibility.

Conflict-resistant, natural and acquired, in the profile of professional competence experts considered how quality reduces the likelihood of developing professional deformation, having a preventive effect on the level of violation of the law by the employee, contributing to the formation of a favorable socio-psychological climate in service teams. The divisions that have the highest need for conflict-resistant staff, experts attributed official teams in which employees most often interact with people. The activity of employees is more often than others directed to the implementation of measures for crime prevention (PDN, UUP, traffic police).

Common for employees of these departments is also the need for a high level of communication with various categories of the population: individual preventive conversations, performances in educational institutions, interaction with public organizations.

Communicative in the profile of professional competencies from the point of view of experts is a set of qualities required for the effective implementation of communications that meet the standards of social interaction of a public servant denounced by the authorities, including display of courtesy and compassion, diplomacy during the conversation, discipline, preservation of the necessary sub-coordination, ability to choose and choose control the content of communication, the possession of developed psycholinguistic personal qualities awes.

A common profile of the professional competencies of the departments for minors and the state traffic safety inspectors was: "ability to work in a team", "physical endurance", "use of conversation techniques", "communication flexibility".

The considered profiles provide the fundamental competences underlying the effective performance of duties in a particular position, having a beneficial effect on the development of professionalism and countering the negative impact of official activity on an individual.

The competences that are least significant in most departments of public order protection include: "knowledge in the field of personnel organization and workflow", "sectoral work methods". The severity of these competencies in most departments was less than 50%.

A separate area of psychological support for operational activities is the conduct of individual and group activities aimed at early detection and prevention of occupational deformity is the selection of employees with professional-specialized competencies of managers.

The profile of professionally specialized competencies of the heads of public order divisions includes competencies reflecting the requirements of the organizational culture of the internal affairs bodies. These include:

- Personal competencies: "analytical skills", "independence";
- Social competencies: "the ability to make decisions", "the ability to lead a team (team)", "the ability to work in a team";
- Competencies aimed at performing a certain type of activity: "special legal skills", "special skills";
- Methodological competencies: "the ability to manage subordinates by various methods", "the ability to form a favorable socio-psychological climate in the team and have an effective psycho-preventive effect on subordinates with

the aim of preventing the development of signs of deformation, violation of the rule of law, deviance, corruption”

The content of the identified competencies allowed us to describe the profile of professional-specialized competencies of managers and to identify indicators of the effective behavior of managers of public order protection units. Consideration of the obtained competencies indicates that these competencies allow managers to independently define their goals, coordinate them with the situation, distribute tasks and responsibility for their execution, anticipate difficulties and develop solutions to overcome them, achieve effective interaction with people, reducing the degree of negative impact on employees, increasing the efficiency of the entrusted unit.

What is clear is that the model of organization and implementation of measures aimed at the prevention of professional deformation of employees of law enforcement bodies in the context of the competence-based approach is effective, innovative and has the necessary flexibility allows the psychologist to be objective in relation to the various positions. This psychoprophylactic direction is a result of integration of psychological interventions for the selection of frames in accordance with changing social environment, ensuring the formation of a reserve to higher positions and implement preventive interventions in service bands.

The disadvantages of this area are: the need for training of psychologists personnel departments for the implementation of this psychoprophylactic model, as well as the risks inevitably arise in adapting this model in the work of psychologists and significant time spent in the initial stage.

V. THE RESULTS OF THE STUDY OF PERSONAL CHARACTERISTICS THAT LIMIT PROFESSIONAL PSYCHOLOGICAL SUITABILITY TO THE SERVICE TO THE POLICE

In order to reduce the significance of existing shortcomings in organizing activities aimed at preventing professional deformation of law enforcement officers in the context of the competence approach, starting from 2017, experimental screening activities are conducted to study personal characteristics limiting professional psychological suitability to serve in internal affairs bodies. The purpose of the screening is to “screen out” candidates who demonstrate personal characteristics that significantly impede the performance of professional duties in the extreme conditions of law enforcement.

Personal characteristics that limit the professional psychological suitability of candidates for service in the internal affairs bodies are features that make it difficult to successfully perform their professional duties and lead not only to low rates of operational activities, but also to a gross and / or systematic violation of professional discipline, negative professional deformation, emotional burnout and disappointment in the chosen profession, and most importantly, violation of the law [3].

It is also obvious that, in the presence of qualities that impede the employment of a candidate for service in the internal affairs bodies, the refusal to accept service takes into account not only the public interest, in order to avoid the negative consequences of his professional activities, but

also his personal interests, which are aimed at preservation of health, life and freedom of the candidate himself.

From the position of limiting factors, professional psychological selection sets the boundaries that determine the success of an employee in a particular law enforcement position. What is important here is that the refusal of a candidate to apply for one position is not always the reason for refusal, to another, when the necessary general and special professional competencies are formed.

In order to determine the limiting factors in the period 2017-2018, an analysis of the psychological examination materials of 334 candidates entering the service of the Ministry of Internal Affairs of Russia in the Arkhangelsk region was carried out. A quantitative and qualitative analysis of the data obtained was carried out, and general personal characteristics characteristic of individuals who, by the results of professional psychological selection, were denied employment in internal affairs agencies, were identified.

In order to determine the overall personal characteristics that limit professional psychological suitability, a comparative analysis of the psychological characteristics of accepted (n = 257) and unaccepted candidates for service in the internal affairs bodies (n = 77) was carried out. The calculations were carried out with the help of a specialized software package for data processing SPSS-17.

To conduct a psychodiagnostic survey of respondents, a set of techniques recommended by the State Personnel Service Department of the Ministry of Internal Affairs of Russia was used to conduct a comprehensive survey of citizens entering the service of internal affairs agencies: a modified Motivational Profile questionnaire by Sh. Ritchie and P. Martin »F.B. Berezina, Method "Locus of Control" E.G. Ksenofontovoy, methodology for the study of justice LA Yasyukova, “Progressive Matrixes by J. Raven” technique, “Short indicative test” technique, “Analogy” technique, “Dictionary” technique.

As a result of a comparative analysis of data using Student's t-test, statistically significant differences between accepted and unaccepted candidates for service were revealed. Statistical analysis data are presented in a generalized table.

Table 1 - Characteristic personality traits identified in accepted / unaccepted candidates for service

№	The sphere of personality	Personality Features	
		recruited candidates	candidates who are not recruited
1.	Intellectual sphere (p≤ 0,05)	Higher level of intellectual development, broad outlook, cognitive activity	A narrower outlook, reduced cognitive activity, a slow pace of verbal information processing, complicating decision making.
2.	Emotional Sphere (p≤0,001)	Emotionally stable, balanced, able to control their behavior and the external manifestation of emotions.	Inherent fixation on their problems, difficulties, provoking internal tension, dissatisfaction and general discomfort.

3.	Will sphere (p≤ 0,001)	They demonstrate readiness for complex forms of activity that are necessary for mastering the chosen professional specialty.	It is characteristic to shift the responsibility for the events occurring in their lives to external factors independent of them. Tendency to fatalism, which is expressed in the denial of the meaning of any activity aimed at achieving life goals. Lack of desire for independence.
4.	Legal area (p≤ 0,001)	Characteristic personality readiness to legal behavior. Attitude to the law is based on moral values. Ideas about the norms of law and morality coincide. Demonstrate respect for social values.	Manifested in the inconsistency and inferiority of legal consciousness, in the absence of willingness to adhere to legal norms. Internal failure to accept and ignore prescribed rules and labor law requirements.
5.	Motivational sphere (p≤ 0,001)	Motivation and orientation of the individual have a social orientation.	It is natural to focus on the possibility of satisfying personal interests, utilitarian and selfish purposes in the presence of authority.

VI. CONCLUSION

1. In the process of service, a number of employees have such manifestations as expressed fear will not cope with regulated duties, a decrease in the desire for creative solution of tasks, a significant decrease in previous professional knowledge, the orientation of “retire to any pension” at any price, readiness to achieve this goal the moral requirements of the collective and the profession. Outwardly, the behavior of such employees was characterized by a violation of self-understanding and professional identity, an increase in irritability and behavioral autism.

2. Overcoming the formed personal problems of employees is directly related to the lack of the necessary professional-specialized competencies and the lack of readiness for a positive self-perception identical to social expectations. It is obvious that an effectively chosen model for selecting applicants for specific positions, placement, training and education in internal affairs bodies, reducing their turnover, creating a strong, cohesive team is the initial link, the basis for preventing psychological deformation of internal affairs officers, a necessary condition for increase the efficiency of the entire system of internal affairs bodies. Therefore, the main task of psychologists of personnel departments is the need to increase the quality requirements for the selection of candidates for service in the internal affairs bodies, creating filters and barriers that would not allow the recruitment of persons with reduced immunity to changes that negatively transform the personality of a law enforcement officer under

the influence of adverse factors activities and the environment.

3. When considering the psychological aspects of the prevention of professional deformation on the basis of the competence-based approach, personality characteristics that limit professional activity in the studied areas of the individual: intellectual, emotional-volitional, moral-legal and motivational were identified.

4. The results of the measures taken suggest that one of the most important tasks in the personnel policy of the Ministry of Internal Affairs of Russia is to form a harmoniously developed personality, ensuring the prevention of cases of premature health loss of personnel under the influence of extreme service factors and deviant forms of behavior, laying the foundation for the formation of efficiently operating service teams within structural units.

5. The development of measures aimed at creating the conditions for the competence development of each individual employee in accordance with the profile of professional competencies necessary for organizing is the basis for preventing professional deformation within the framework of moral and psychological support for operational activities, determining effective ways of working with personnel that meet the requirements of time. In order to improve the activities of prevention of professional deformation, it is necessary to conduct further research to determine the list of necessary personality characteristics of candidates for the service, limiting the effective performance of professional activities in the units of the internal affairs bodies within the framework of the competence approach.

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