

The Psychological Aspect of the Formation of Professionalism in the Employees of the Operational Service

Yuri Evgenievich Suslov^{1,2} ^a and Alexander Fedorovich Fedorov^{1,3} ^b

¹Research Institute of the Federal Penitentiary Service of Russia, Moscow, Russian Federation

²RSSU, Moscow, Russian Federation

³Vladimir State University, Vladimir, Russian Federation

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Abstract: Introduction: in the work, the main attention is focused on the problem of the formation and development of professionalism among employees carrying out operational-search activities. The authors analyze the available scientific approaches and ideas about professionalism in operational investigative work, taking into account its specifics. The article identifies the factors that promote or hinder the formation of operational employees as professionals. Purpose: to identify the psychological factors of optimization of the process of development and self-development of professionalism among employees carrying out operational-search activities. Methods: general scientific research methods were used (analysis, synthesis, comparison, generalization). The basis of the work was formed by the data of the survey, in which the employees of the operational services of correctional institutions of various territorial bodies of the Federal Penitentiary Service of Russia took part. Results: the study made it possible to identify a number of factors that negatively affect the productivity of operational employees (psychological; organizational; professional; social). The analysis of the results showed that the satisfaction index is high among operational employees with a high level of productivity in their professional activities. Conclusions: the productivity of the activities of the employees carrying out operational-search activities will contribute to the achievement of a high professional level in their work. The results of the study will improve the level of professional training of employees of correctional institutions, carrying out operational-search activities. The practical significance of this study lies in the fact that the results obtained can be used to improve the quality of training of operative correctional officers. Also, the data obtained can be used in the work of specialists of the penitentiary orientation, heads of penitentiary institutions in methodological developments.


1 INTRODUCTION

The problem of studying the formation and development of professionalism has always been in the scientific and practical focus of attention, which is due to the high importance of the work tasks being solved. In the conditions of the modern world, when changes in the surrounding space occur very intensively, it becomes quite difficult to achieve and maintain a professional level of performance of their official duties. In addition, in addition to the conditionally "external" changes, the achievement of

professionalism in the activities of operational employees is hampered by its specifics.

The complexity and ambiguity of the nature of this type of professional activity is reflected in the expressed interest in it on the part of many scientific disciplines, primarily, of course, legal. At the same time, the psychological component is of no less importance in operational activities. The validity of this statement is confirmed by the ideas of specialists who assert already at the beginning of the twentieth century about the need for operational employees to use psychological methods in their professional

^a  <https://orcid.org/0000-0001-9824-748X>

^b  <https://orcid.org/0000-0003-2261-6511>

activities (Gugunsky A.N., 2008). This statement is still valid today.

In this work, we would like to refer to the specifics of professional activity and the peculiarities of the formation and achievement of professionalism among operational employees of correctional institutions of the penal system of the Russian Federation (hereinafter - UIS). The operational-search activities carried out in the penal system are aimed at ensuring the safety of convicts, staff of the correctional institution and other persons. This is expressed in the prevention and suppression of criminal intentions and actions, as well as in the identification and prosecution of persons who have committed criminal acts in places of deprivation of liberty (Criminal Code of the Russian Federation). Those. operational-search activity in the penal system is a part of the general state system of law enforcement, which also affects the effectiveness of the influence of this single mechanism (Skuratov Yu.I., 2019). Achievement of these goals is currently difficult due to the changing conditions of the surrounding reality, in particular, due to technical progress. In addition to improving living conditions, technical innovations, unfortunately, are actively used to carry out illegal actions. So, for example, for UIS, an urgent problem is the active use of quadcopters and drones for the transfer of prohibited items (cell phones, SIM cards, chargers, etc.) (Antipov A.N., 2018). You should also take into account the objective need for the implementation of digitalization processes in the UIS (Kaluzhina M.A., Makarenko T.D., Spasennikova M.G., Vedernikova T.I., 2019). In order to adequately respond to modern criminal challenges, employees need to achieve and maintain an appropriate professional level, to become professionals. But before proceeding to consider the problem of professionalism of operational employees, one should consider this phenomenon in general terms, study the existing scientific ideas about it.

Recently, many works have been completed that have been devoted to the study of professionalism. The problem of the formation of professionalism in activity has found its reflection in a number of studies of Russian psychologists (V.A. Bodrov, A.N. Rean, E.A. Klimov, V.G. Zazykin, N.V. Kuzmina, A.A. Derkach, A.K. Markova, V.D. Shadrikov). As it becomes clear from the available works, in the scientific space, discussions about what should be understood by professionalism, how to objectively assess the presence or absence of a specialist's achievement of a similar level, as well as what qualities a person must have in order to achieve

professionalism in the chosen activity, are still underway. since. Various studies allow us to conclude that, firstly, a person has general abilities that allow him to be productive and successful in professional activity, and secondly, each professional activity has its own specific abilities and qualities, the presence and development of which will allow a person to achieve a level of professionalism in the chosen field (Volkova T.I., 2019; Petrova E.A., Sokolovskaya I.E., Akimova N.N., Romanova A.V., 2020). Creativity is noted as one of the qualities of a personality that contributes to the formation of a professional (Ivanchenko G.V., 2005).

Also, many researchers note that professionalism is not limited exclusively to a set of special knowledge, skills and abilities. And that professionalism is, first of all, a complex internal system that includes a formed professional consciousness, which in turn also consists of a number of components. For example, professional consciousness includes the knowledge of a professional specialist about the goals, means, plans of professional activity, parameters and norms for assessing its results as a whole. Researchers point to the conditionality of professional consciousness, and, consequently, of the profession itself, by its content (Tsvyk V.A., 2009).

Separately, I would like to draw attention to the opinions of some authors dealing with the problems of professionalism, claim that it lies at the basis of civilizational development, i.e. they attach fundamental importance to professionalism on a human scale. The development of the state, the effectiveness of the functioning of its main structures directly depends on the level of professional competence of their employees (Lebedev N.Yu., Lebedeva Yu.V., 2019). They also believe that a professional person is an effective, self-organizing system (Belov V., 2002). He is able to independently set himself a task, the solution of which is necessary in the context of the development of all professional activities. For him, the actions performed are inseparable from the result obtained, and the result obtained is marked by an understanding of the social importance of the work performed (Ivanova N.L., Petko B.B., 2020).

At the same time, it should be understood that the development of professionalism is in a complex ambiguous relationship with the general vector of the orientation of the individual, and, in addition to achieving high results in professional activity, the reverse side of this process is the development of various destructive consequences for the individual (Sadovnikova N.O., Mirzaakhmedov A.M., 2019).

Even Pitirim Sorokin noted the presence in professional development not only of development itself, but also a component that deforms the personality. He noted the presence of professional deformation in almost all types of activity, especially if they are associated with increased risk, responsibility, psycho-emotional overload (Temnova L.V., Fayman N.S., 2019; Sorokin П.А., 1994).

A.K. Markov, F.S. Ismagilova, Yu.P. Povarenkov, L.M. Mitina, A.R. Fonarev, E.A. Klimov, E.F. Zeer note that the psychological phenomenon of "professionalism" can be revealed in the analysis of professional activity. The leading factor in its achievement lies in the creative orientation of the professional activity of the operational officer of the penal system. Increasing the professionalism of operational staff requires the use of innovative technologies, new forms and types of approaches to working with convicts, which can provide an opportunity for each operational officer to achieve professional success. The development of self-realization and successful adaptation depend on the quality of the professional activity of the operational officer, the degree of his training, which should be carried out taking into account the requirements of the present. The psychological direction of studying the formation of a professional can make it possible to create new algorithms, models and technologies for personality development (Fedorov A.F., Suslov Yu.E., 2017).

In general, we can note the idea, common for most authors, about the dependence of the essential content of professionalism on the actual conditions of the surrounding reality, which, in turn, necessitates scientific theoretical and practical research, which makes it possible to determine not only the semantic content of the concept of "professionalism" at a particular time stage, but and understand the vector of development of ideas about it.

2 MATERIALS AND METHODS

The study was based on the use of general scientific methods (analysis, synthesis, comparison, generalization), the results of a theoretical analysis of scientific literature on the research problem.

Additionally, the results of an empirical study carried out in the period from 2016 to 2017 were analyzed. The study involved employees of the operational service of correctional institutions of the Voronezh, Vladimir and Ivanovo regions.

The total number of employees who took part in the survey was 60 people.

3 RESULTS AND DISCUSSION

A survey of the personal position of employees regarding productive professional activity showed that the majority of respondents (40%) believe that mutual understanding is necessary in communication and an element of trust should be present. 8% showed that in order to develop professionalism, an employee needs to strive for self-education, that is, an employee must independently improve his professional level. The success of professional activity depends on the ability to interact with the relatives of the convicts and with those around them.

A survey of operational staff in order to identify the difficulties of their official activities made it possible to identify a number of factors that negatively affect their productivity. They referred to them: psychological (attitudes of thinking); organizational (a large amount of functional work, poor communication with other services); professional (lack of experience, knowledge, skills); social (negative impact on the maintenance and creation of significant social ties). Also, according to the respondents, the factors influencing the productivity of professional activity are influenced by the motives for choosing a profession and professional orientation. The attitude towards the chosen profession has a great influence on their professional development. The study included the determination of the awareness of the choice of profession, the significance of negative and positive factors. The analysis of the results showed that the satisfaction index is high among operational employees with a high level of productivity in their professional activities. In the group of subjects with a low level of productivity in service activity, the index of awareness is two times less.

Based on the comparison of the results on the basis of satisfaction, awareness and sustainability of the choice of profession, a conclusion can be drawn. In the group of operative workers with a high level of productivity, awareness and satisfaction were observed with a rather low stability of this choice. Most of the operative employees of correctional institutions admitted that they liked the profession, but when asked about a job change, they answered "yes". The empirical data obtained confirm the thesis made by us and indicated above about the dependence of the achievement of professionalism and the conditions surrounding the subject of activity. In the realities of modern society, there is an increase in the requirements for vocational training. The determining factor is the ability to self-education and self-development, to actively participate in the use of

innovative technologies. A new quality of operational-search work is possible with the participation of the professional competencies of an operational officer of the penal system. The employee, with his competence and professionalism, is a key figure in the operational-search work. Moral self-improvement contributes to the development of professionalism (Management Psychology: textbook, 2020). In this regard, the question of the terms of work with personnel is becoming topical. A competent UIS employee can talk about significant progress towards understanding the essence of professionalism as a psychological phenomenon. The activities of the operational officer are characterized by high dynamism, emotional tension, intensity, stressfulness (Polyakova Ya.N., 2017). In professional activity, the formation of the psyche as a whole takes place (Psychology of Management: textbook, 2020).

Criteria of interaction were identified as a quality that should be used in professional activities. Motivational is the key structural criterion. Awareness of the goal through innovation can be seen as the employee's desire for professionalism. The development of innovative activity depends on the intellectual resource. The innovative activity of operational employees should be understood as service professional activity, which is aimed at finding innovations in order to improve the quality and expand the range of approaches to organizing the training of specialists. A number of criteria for professionalism were identified. Motivational and communicative criterion, which is concretized using the following indicators: the presence of a successful orientation, the presence of tolerance. A cognitive criterion that has the ability to develop versatile creative activities of the employee himself, the presence of skills, abilities and knowledge. The indicator of the cognitive criterion is knowledge of their professional duties and rights. The behavioral criterion played the role of expressing the formation of cognitive and motivational-communicative criteria. An indicator of the behavioral criterion is the presence of individual experience in the activity. The criterion of professional identity was a means of meeting his needs. The criterion of the professional maturity of the employee showed the ability to correlate professional requirements with the opportunity, that is, to have the ability to self-regulation. A high level of self-esteem, professional skill and communicative competence reflects self-confidence. Communicative competences can be divided into mental, emotional and logical-

informational. These skills are useful for employees when interacting with others.

Creative abilities, or creativity, constitute the basis of giftedness, according to P. Torrens theory, while in addition to internal factors (intelligence, creativity and motivational and personal characteristics), most psychologists include factors of the social environment (family climate, relationships, cultural environment) in the giftedness model (Monks FJ 1992; Subotnik RF, Arnold KD, 1994; Torrance EP, 1980). Willingness to innovate should be understood as the basis of a professional position and professionalism. The core of his self-development and self-development in the creative, personal and professional plan is the semantic field. Education as a social function of the reproduction of human quality can be understood only in the context of culture as a socio-cultural phenomenon (Borytko N.M., 2001).

The managerial culture of a specialist in the field of operational-search work in institutions is a significant indicator of the effectiveness of official activities. The legitimacy of the interpretation of the content of operational-search work in institutions is determined by the understanding of its subject, that is, what the work is aimed at, its professional activity (Borytko N.M., 2000). The development of a person's professional abilities is influenced by the experience of previous generations of professionals (Artemieva T.I., 1977). The development of professionalism should be considered as a process of transformation of personal resources (professional knowledge, individual properties and abilities in this area). In terms of professional training of specialists at the present stage, there is a contradiction between service practice and new requirements. Improving knowledge about the main directions, methods, forms and means of operational-search work in the institutions and bodies of the penal system has a professional orientation. Replenishment and renewal of knowledge, development of professionally important qualities gives a positive result. An effective assessment system is designed for a comprehensive analysis (Nosyreva I.G., Balashova N.V., 2019). The leader should always be ready to reassess judgments (Yezhova ON, 2006). It is necessary to proceed from the importance of taking into account the methodological impact of approaches (Kondratyev E.V., 2012).

The choice of techniques and methods of behavior correction provide an opportunity and help in the process of exposure. The essence of the concept "form of operational-search work of employees", which consists in the use of means of influence, has

its own specifics. The types of operational-search work of employees (collective conversations, various types of information) may be different. Individual operational search work has its own direction in an individual approach.

The subject of the research was the psychological factors of optimization of the process of development and self-development in the activities of employees carrying out operational-search activities. The indicators for assessing the productivity of the operational officers of the penal system were: operational-search work and individual work with convicts.

4 CONCLUSIONS

Professional development of employees engaged in operational-search activities can have at least two directions: towards self-improvement and achievement of professionalism, or towards regression and professional degradation. In the situation of modern intensification of social and technical processes, the personal professional potential of the operative employee, which determines the success of his professional activity, is of decisive importance in operational-search work in correctional institutions.

The professional potential of an operational employee is a complex that consists of objective professional capabilities, the ability to carry out effective activities. In the system of professional skills, the main place is occupied by the ability to design plans for the future, to "build" work correctly, taking into account the perspective (Lomov B.F., 1984). The conducted theoretical and empirical research made it possible to identify the factors that influence the productivity of the operational employee, and, consequently, determine the presence of his professionalism.

For employees carrying out operational-search activities with a high level of productivity, the choice of a profession is determined by an internal need, prestige relative to other positions in correctional institutions. Employees carrying out operational investigative activities with a low level of productivity had a factor of randomness in the process of choosing a profession.

The productivity of the development of the professional potential of an operational employee depends on who is communicating with (communication with experienced and gifted colleagues), such communication will help to

introduce into practice the results of the activities of experienced workers.

The practical significance of this study lies in the fact that the results obtained can be used to improve the quality of training of operative correctional officers. Also, the data obtained can be used in the work of specialists of the penitentiary orientation, heads of penitentiary institutions in methodological developments.

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