
PRACTICAL POSSIBILITIES OF PROFESSIONAL COMPETENCIES OF INTERNAL AFFAIRS EMPLOYEES

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ABSTRACT: Development of the professional competence of internal affairs employees requires the selection of effective methods and tools that are suitable for all aspects of their professional activity. Also, during the professional activity of internal affairs officers, it is necessary to have not only psychological knowledge, skills and qualifications, but also to have legal literacy related to the activity, methods that serve the development of professional competence of internal affairs officers. concluded. It is important to theoretically base the professional competence development program in facilitating the organizational aspects of this activity.

KEYWORDS: Internal affairs, Law enforcement, Professional competencies, Skills assessment, Training programs, Investigative techniques, Ethical decision-making, Communication skills, Conflict resolution.

INTRODUCTION

As mentioned several times above, professional competence is necessary to ensure effective communication and successful adaptation of a person to communicative competence, that is, interpersonal relations. In the section devoted to the theoretical analysis of the problem, special emphasis was placed on the fact that it is impossible not to rely on theoretical approaches in the formation of the program for the development of professional competence of internal affairs employees (E. Thorndike, Dj. Gilford, G. Allport, G. Eysenck, etc.) Our training program designed to develop the professional competence of internal affairs officers and its factors consists of two step-by-step programs, each of which is planned to take one day and not require more time from the participants.

In the development training programs, attention was paid to the development of emotional intelligence, which is a leading factor of professional competence, and socio-psychological and communicative competence, which serves the development of professional activity.

A number of psychotraining programs dedicated to the development of socio-psychological characteristics of professional competence and its factors were introduced, in most of which the general state of training was studied: "Development of emotional intelligence and creativity" developed by Y.B. Gatanov, I. Tyatenkova, A. .Sherepanov, G. Fadeykin's "Methodology of training methods and features of their application" program, T. Bradberry's recommendations on the development of professional competence were paid attention to. Due to the fact that in the

training programs, exercises and recommendations analyzed above, more people are oriented towards the development of business and entrepreneurial activities, in the selected program, attention was paid to the improvement of psycho-training sessions designed to develop the professional competence of internal affairs officers.

According to the results of the diagnostic analysis of our research, it is important to develop a system of developmental training aimed at achieving medium and high levels of professional competence and its practical application. The aim of this is to develop the psychotechniques in the form of training that serve to develop the factors of professional competence in the respondents, as well as to develop its constituent components, to check their level of effectiveness and to put them into practice.

It is considered important to develop the professional competence of internal affairs employees through such ways and methods, and it is one of the effective solutions at the moment. Each training session in the process of psychological training allows the internal affairs officer to gain experience while increasing his/her own psychological readiness. In general, the training program includes the following requirements.

Adherence to the principle of group activity, participation of participants from the same group, presence of assertive behavior in interpersonal relations.

Choosing the most advanced methods during group and individual training.

Taking into account the emotional-emotional qualities of the group participants.

Taking into account the individual psychological characteristics of the participants.

The positive energy generated during the training program with groups is not lost, and the issues discussed in the group are prohibited from spilling out of the group.

Paying attention to the equipment of the training room in accordance with the training requirements. Attention should be paid to the comfort of the participants in the room and the absence of external distractions.

Define the goal clearly and clearly. Aiming to provide psychological support to group participants.

As a result of the training, the respondents will not only develop socio-psychological factors through the legal and psychological knowledge and skills related to the activity, but also emphasize the improvement of the psychological climate in the service team and the creation of motives for psychological self-improvement. Therefore, the effectiveness of this training is measured not only by objective criteria, but also by subjective criteria.

Formation of a psychological climate and a positive, sincere and free communication environment in the team of employees.

The interaction in the training process is more spiritually positive, emotional, loving and sincere than in normal interpersonal relationships. In the process of professional activity, at the initial stage of working with a group, the main task of the trainer is to create a social environment, sincere communication and create a psychologically safe environment. Psychological training aimed at developing professional competence is organized on the basis of the following principles (L.A. Petrovskaya, 1989):

a) "at the same time and at this moment" - discussion of psychological situations in the course of the training program at a certain time in the group, based on a clear and real situation;

- b) general observations, that is, use of sentences such as "we think", "I think so";
- c) emphasis on emotional-emotional qualities - telling what one feels personally;
- d) each member of the group actively participates in mutual cooperation and works under the same goal;
- e) to keep any situations and circumstances secret during the training process and not to take them out of the group.

Psychological trainings conducted with internal affairs officers are different, and their classification is based on many criteria. If we classify them based on the purpose of psychological training, they can be divided from trainings for the formation of specific qualities or aspects to trainings for the development of individual psychological characteristics. In the first case, training is embodied as a factor in the formation of certain behavioral patterns that lead to personal change, in the second case, the main effect is observed in the work sphere, that is, initially the work world of the person (self-esteem, motivation, value system, etc.), then behavioral characteristics change. In addition, the criteria of effectiveness of training differ from each other: some criteria are objective.

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Before the whole training process, even before organizing separate training sessions, it is necessary to determine the goal and formulate tasks that meet the requirements. In the training aimed at developing the professional, communicative and professional competence of internal affairs officers, it was envisaged to perform the following tasks:

In interpersonal relations (relationships with the respondent), taking into account the individual psychological characteristics of the surrounding people and studying their psychological laws;
Creating a positive-emotional environment suitable for socio-psychological factors affecting the professional competence of an internal affairs officer;

To choose an adequate path and to develop self-confidence in the mental stress arising on the basis of any atypical situations related to interpersonal relations;
Effective use of emotional-volitional, cognitive and communicative motivation opportunities in search of solutions to certain psychological problems in any situations and situations.

- Training in communication skills and competencies;
- Teaching the ethics of interaction;
- Teaching methods of predicting people's reactions based on given conditions;
- To teach the methods of foresight in dealing with others and colleagues;
- To teach the participants to randomly assess the conflict situation encountered during the activity;
- Helping participants to develop organizational skills;
- Helping participants to choose and analyze ways to solve social problems in the process of activity.

Training sessions aimed at developing professional competence factors are based on the following principles:

Group training is considered as a means of developing general and special knowledge of internal affairs officers and socio-psychological capabilities of the individual, as a factor that creates conditions for the formation and improvement of psychological preparation of internal affairs officers using psychological methods. The trainings conducted in this way to have a positive effect on every internal affairs officer belong to the category of trainings used for the purpose of increasing social-psychological and legal literacy. In this, conducting the training with the participants showed a specific form of general formative and preventive activity;

Trainings conducted with internal affairs officers are distinguished by the fact that they are designed for various psychological problems and situations;

The orientation of the systematically conducted team trainings to employees with different durations of activity is closely related to their essence;

It is important for each internal affairs officer to be in a certain group during training aimed at developing the psychological readiness of internal affairs officers;

Situations organized for a specific purpose or created naturally under the control of the trainer serve as the basis and foundation of trainings that help to moderate the mental state of the participants;

Training aimed at increasing the psychological readiness of the respondents consists of 6-8 sessions, each of which lasts 2-3 hours. In most cases, training is organized once a week.

In general, training aimed at developing the professional competence of internal affairs officers was organized in accordance with the above-mentioned rules. All selected respondents were included in the training session.

Accordingly, 1-2 times a week training sessions are organized with them on the basis of a specially developed program for 6 months. We think that it is necessary to pay special attention to the following main concepts when conducting training for the development of social and psychological efficiency of internal affairs employees.

Professional competence of internal affairs officers:

1. Psychological capabilities that serve to demonstrate the personal capabilities and professional activities of internal affairs officers, to resolve their relationship with people in the course of their work, and to demonstrate skills;

2. The level of education of the person who serves to express the knowledge and practical aspects of the professional activity of internal affairs officers.

Multicultural competence is the ability to increase self-awareness, knowledge, and ability to function independently in interpersonal relationships.

Professional competence of internal affairs officers - expression of certain values, ideals and consciousness, methods of dealing with others; a set of skills, experience, and knowledge to operate communication technologies that influence them, taking into account their needs and interests, the rules of free choice of behavior and activity methods.

Professional competence of internal affairs officers in society - the ability to ensure effective participation in interpersonal relations.

This ability is formed in the cooperative activity of a person. Social-psychological competence includes:

the ability to aim for the correct management of social situations and to define social roles appropriately;

the ability to correctly assess other people's emotional states and human characteristics;

the ability to communicate with the surrounding people and business partners and to be able to put oneself in the shoes of others.

Each training session is aimed at developing social and psychological factors. The goal of the training program is to develop professional competence factors in internal affairs employees and to have a corrective and developmental effect on the relevant personal characteristics and emotional states.

Training sessions with internal affairs officers increase psychological preparation, develop professional competences, prevent mental stress, teach self-control in any situations, adequately assess situations, and motivate active positive attitude. will be aimed at development.

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