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PSYCHOPHYSIOLOGICAL ASPECTS OF PROFESSIONAL SELECTION IN THE FIELD OF JURISDICTION

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Abstract. *Nowadays, an ever-expanding range of professional activities, carried out in special, sometimes extreme conditions and is accompanied by symptoms of occupational stress, an increased risk of emotional burnout and professional and personal strain. This determines the relevance of research aimed at increasing the efficiency of professional selection of professionals, whose activities are accompanied by a high level of mental and physical activity, harmful and dangerous conditions of work. It is precisely the system of professional psychophysiological selection, by establishing maximum coherence between the individual psychophysiological qualities of a person, on the one hand, and the requirements of professional activity - on the other hand, can significantly improve the productive, effective side of the specialist's work, ensure the reliability of his professional activities in extreme, stressful conditions and to help optimize the costs of psychophysiological reserves, which is an important prerequisite for the preservation of mental and physical health.*

The problem of such selection reflects the social needs of modern society in raising labour productivity and rational staffing, preventing injuries and reducing morbidity, saving economies of finance and material and technical resources.

The article presents psychophysiological selection, which is an integral part of professional selection, aimed at identifying persons who according to their professional abilities and individual psychophysiological qualities meet the requirements of specific specialties.

Key words: *psychophysiological selection; professional activity; communicative competence; competence; branch of jurisprudence; future police officers; educational process; behavioral component.*

Introduction. Historical prerequisites for the need for professional selection emerged at the dawn of human civilization, with the beginning of the division of labor and the emergence of the need to identify and develop professionally important qualities.

The problems of management and recruitment were dealt with by ancient philosophers (Aristotle, Hippocrates, Plato, Pythagoras, etc.), systematizing the qualities required for a particular profession. Their discoveries form the basis of many modern theories and approaches (Rezapkina, 2004, p. 12).

Professional selection is closely linked to the problem of professional suitability, which requires the candidate to have a set of knowledge, skills and personal qualities necessary to perform professional activities in accordance with the requirements for its effectiveness.

Thus, many years of experience in the use of professional selection testifies to its high socio-economic efficiency. It should be understood that in today's context, there is a certain list of professions that place high demands on the candidate's state of health, his or her psychological (psychophysiological) qualities. Persons who do not have the necessary health indicators or certain psychological qualities cannot qualify for these professions. Of course it's a shame, but it's not the end of the world. In addition, working in a profession that does not meet the psychophysiological indicators of the body, over time, at best, will lead to fatigue, and at worst - to more serious health disorders.

The purpose of the article is to identify the features of the content, principles and requirements of psychophysiological selection. The study was based on the assumption that complex psychophysiological selection allows you to determine the level of professional skills with the least time and material costs.

An analysis of the research and publications that initiated this issue. Scientific approaches to the problem of professional selection have recently been applied. Scientific study of the problem of professional selection falls at the end of the nineteenth - early twentieth century and related it with the features of the development of socio-economic processes and scientific knowledge in society, in particular with the emergence of the main branches of fundamental psychology - experimental psychology of cognitive processes (G. Fechner, V. Wundt, G. Helmholtz, etc.), differential psychology (D. Kettell, F. Galton), psychology of abilities and psychodiagnostics (F. Galton), as well as with achievements in the study of human physiology and its applied directions thanks to the works of I. Sechenov, I. Pavlov, V. Bekhterev and others. That is, economic and scientific and technological development gave impetus to the emergence of new professions and specialties, whose activities were carried out in difficult conditions, and it required individuals who tried to master these professions, certain knowledge, skills and psychophysiological inclinations. The achievements of science at this time were already on the verge of opening scientific methods for determining professional suitability (Korsun, 2010).

The first scientific approaches to professional selection are associated with the name of F. Galton, who at the end of the XIX century. founded the first psychophysiological laboratory in London, where he surveyed more than 10,000 people in a few years. F. Galton and K. Pearson have done a great deal of work on the study of human abilities.

Among the characteristics of professional choice, scientists highlight, first and foremost, awareness and rationality, as a compromise between the abilities, interests and values of the individual and the possibility of their realization in different professions.

The scientific findings of the sponsors of psychodiagnostics and psychometrics have become widely used in practice for the purpose of professional selection of

personnel for industry, military needs, in the field of education, sports and more. Today, professional psychological selection is an integral part of staffing for jurisprudence. A stepwise selection process is practiced. One of the stages is a psychological test, which consists of several components.

These issues have long been in the field of view of domestic and foreign scientists. This problem has been studied for many years by such Ukrainian researchers as E. Millerian, V. Krainyuk, M. Korolchuk, V. Barko, V. Krivusha. Concepts of social and biological nature of man and the relation of his innate and acquired qualities; personality traits that shape their professional abilities are grounded in theoretical and experimental works of Russian scientists, in particular, V. Nebilitsyn, B. Lomov, P. Manukyan, P. Pryanykova, V. Marishchuk and others.

The essence and conditions of organization of effective psychophysiological selection. Psychophysiological selection - a component of professional selection, the purpose of which is to identify the abilities and qualities that meet the requirements of certain professions, in particular those accompanied by significant neuro-psychological stress, hypodynamia, impaired natural sleep - insomnia, increased requirements for stress analyzer situations, etc. This process is not always mandatory, but desirable. Often it is not carried out, and then you have to work with people who have undergone so-called "natural selection". But there are activities where the stage of psychophysiological selection is obligatory. They are associated with extreme conditions and complexity; high psychophysiological requirements for the person; high social, economic and biological significance of the error; great cost of training.

Practically, the problem of psycho-physiological selection comes down to two main aspects: defining the demands made by the activity and assessing the level of development of its limiting abilities.

The basis of psychophysiological selection is the following ideas: the connection of the strength of the nervous system with the thresholds of sensation; concentration of attention with the ability to overcome difficulties; dependence of switching speed from one activity to another; mobility of nerve processes in micro time intervals; the influence of the equilibrium of nerve processes on the ability to process information with simultaneous response to predicted stimuli; the ratio of the power of nervous processes to excitation, etc. Without the inclusion of the evaluation of these properties in the methods of psychophysiological selection it is impossible to explain and predict human behavior in different situations, because in each of them specific requirements are placed on the body.

For psychophysiological selection, methods are used to determine the basic and partial properties of the nervous system and features of autonomic regulation: measurement of parameters of cardiac activity, respiration, skin-galvanic reactions, latent periods of simple and complex sensorimotor reactions, etc.

These techniques must meet the following requirements: scientific validity; standardization and objectivity; the uniqueness of the methodology from the point of view of its specific focus on the evaluation of one (or group) psychophysiological properties, which is important for professional success; the results of psychophysiological examination should be minimally conditioned by the acquired

knowledge; the psychophysiological methodology should be normalized in a fairly representative sample; the techniques should be appropriate to the complexity of the contingents surveyed and the professional suitability prediction tasks to be addressed; the methodology should be uniform in content and have internal consistency; valid external methodology criteria are required; methods of psychophysiological examination should be practically acceptable, since complex and those that require considerable time and money may not find wide practical application.

By identifying whether or not you have the required qualities, you can help a person navigate the profession, not just find ways and means to overcome them. Yes, there are professions where having a strong nervous system is a prerequisite for aptitude. For others, persons with a weak nervous system may be suitable, as they are capable of working in this profession is more efficient and better. Most professions take into account natural features. In this case, the most appropriate work for the individual style of activity is selected, which will help to maximize the use of natural data and at the same time compensate for the disadvantages. To this end, in addition to psychophysiological selection, they provide professional psychophysiological counseling and orientation, which includes the selection of professions that are of particular interest to the individual and meet the recommendations of counselors.

Depending on the focus on the applicant's activities, professional selection can combine several types. For example, together with psychophysiological can be carried out medical, socio-psychological, educational, physical selection.

There are the following *principles of psychophysiological selection*:

- dynamics, which implies rational consistency and repeated examination of the candidate, provides additional information on the acquisition of new properties and qualities, abilities and capabilities by a person;
- the frequency of examinations is determined by the length of training, the specificity of the profession and other factors;
- comprehensive principles - comprehensive study and evaluation of each candidate's properties and capabilities;
- the activity of selection reflects its place in the system of measures for ensuring the qualitative activity of a specialist in modern production;
- practicality determines the justification, development and implementation of such professional suitability forecasting measures that would justify the material and financial costs involved in their implementation;
- grouping - consists in the development of complex methods of psychophysiological examination not only for each specialty separately, but also for their specific groups;
- the reliability of the results obtained for selection for their evaluation, when performing multiple surveys of the same group according to the same psychophysiological method at optimal time intervals with the subsequent calculation of the correlation coefficients of the obtained results;
- validity - provides a choice of such methods of psychophysiological examination, which meet the professional requirements.

Professional-psychological selection, which consists of social-psychological study of the individual and professional psychodiagnosis, is a key stage of

professional selection. As is known, the concept of professional selection includes a system of professional-diagnostic examination of a person, aimed at determining the degree of its suitability for certain types of professional activity (Nikiforov, 1991).

At the first stage of professional selection, social and legal selection should be made, which consists in checking the candidate's compliance with certain formal socio-demographic (age, education, etc.), legal and moral standards (loyalty to the chosen profession, absence of negative biographical data, etc.). This stage is carried out by personnel machines.

In the second stage of professional selection, medical selection is made, which is to study the somatic and mental health of the candidate. It aims to identify overt or covert pathology that may interfere with the professional practice of a jurisprudence specialist.

The third stage of professional selection is actually professional-psychological selection, focused on identifying psychopathology and determining the presence of professionally important qualities. The fourth, final, stage of professional selection is educational (competitive exam) selection.

The Ukrainian researcher M. Makarenko (1996) formulates the notion of professional selection as a system of measures that allow to identify the persons who by their individual qualities are most suitable for training and further professional activity in a specific specialty. Other domestic scientists, in particular, M. Korolchuk and V. Krainiuk, believe (Korolchuk, 2006) that the indicators for professional selection are definitely: extreme conditions and difficult activity; high professional requirements; if there is a danger for the specialist himself, and those around others as a result of one person's erroneous actions (ie, the high social, economic, and biological significance of the error); if the training is expensive, difficult, it must take place as soon as possible; if in practice there are specialists who are recruited for professional unsuitability or produce inferior staff.

So, as you can see, the profession of lawyer meets the requirement of professional selection on almost all of the above grounds.

Professional eligibility criteria for jurisprudence selection. In order to determine the suitability of the candidate, it is first of all necessary to be guided in the requirements for this specialty.

In general, legal activity is a labor that requires great effort, patience, integrity, knowledge and high responsibility, based on strict observance of the rules of law. Therefore, it is a very diverse and complex work that has a number of features that distinguish it from other professions.

A characteristic feature of the legal professions is the organizational side of the activity, which has two aspects: the organization of personal work during working hours often in the conditions of non-standardized working day; organization of joint work with colleagues, teammates or other participants in criminal proceedings.

The prosecutor, the investigator, the operative officer, the judge in the search for the truth in the case often find resistance from those interested in a particular result of the case. So, as we can see, all the legal professions are characterized by the creative aspect of work, under intense and extreme conditions.

However, many scholars show interest in the psychological aspects of the lawyer's professional work (O. Bandurk, S. Bocharov, O. Zemlyanskaya, V. Vasiliev, and others). S. Emelianov, V. Vasiliev, V. Romanov) - particular attention is paid to the work of future police officers.

The basics of professionalism imply the ability of a legal entity to self-esteem, self-analysis, self-development, self-organization, self-control. It is possible to distinguish the following components of legal professionalism activities of future police officers: professional readiness; social and psychological preparedness; personal suitability for legal activity; the psychological and professional maturity of a lawyer (Legal Psychology, pp. 125–127).

Psychology of professionalism of the lawyer's activity implies a valuable attitude of the person to the legal work, motivational readiness to carry out this type of activity in a specific environment, often in extreme conditions.

The motivation of the lawyer's work consists of such personality traits as respect for the lawyer's work, love for the truth, professional duty, patriotism, striving for justice, social-value orientations, high level of consciousness. Only purposeful activity provides adequate legal motivation. It is formed under the influence of specific social phenomena, in the process of vocational training, improved in the process of practical activity (Bede, 2004, p. 105).

The structure of a lawyer's professional orientation includes, first and foremost, such general goals as the pursuit of justice, the protection of the rights and interests of citizens and the state. Intellectual processes such as thinking and language, memory, perception, and attention are most actively involved in solving the problems of legal activity. These processes are complexes of professionally important properties of a lawyer's personality and should act as the leading criteria for professional selection, evaluation of professional performance, evaluation of professional development prospects. The professional memory of a lawyer in its long-term form is capable of storing a large amount of professional legal knowledge, as well as accurately using this knowledge in terms of operational memory (Medvedev, 1996, p. 33).

An important psychological feature of the activity of lawyers is the presence of authority. In the interests of the case, lawyers are granted the right to interfere with the personal life of individuals, to ascertain the circumstances, to restrict the liberty of individual citizens, and even to deprive them of necessity. Therefore, the psychological status of the lawyer must be determined above all a high degree of responsibility. Often this is due to the need to dwell on one of the options and is therefore characterized by particular tension (Konovalova, 2004, pp. 161–163).

According to Yu. Chufarovsky, many legal professionals develop "a professional sense of increased responsibility for the consequences of their actions." From a psychological point of view, the difficulty of solving a lawyer's practical tasks is that a sense of responsibility does not suppress his activity, do not induce excessive caution and do not hamper his thinking.

The lawyer needs to be attentive and focused, he has no right to overlook any issue, and sometimes not one, but several at a time, taking into account numerous interdependent problems. not resolved, or poorly and timely resolved problem will

cause harm to the state and to specific people and prestige of the profession of lawyer.

Thus, the effectiveness of the legal professional's profile consists of productivity, which is expressed in quantitative and qualitative results of the activity: speed, clarity and organization of actions; the pace of activity, completeness of action, and maintaining a stable performance.

The main factor in the success of a lawyer's professional activity is the system of professionally important qualities of his personality as a specialist. This system includes a set of personal qualities, such as: professional knowledge, skills and abilities that ensure success in achieving the goals, the implementation of tasks and certain stages of the lawyer's professional activity.

All structural components of legal activity function in organic unity.

The professional activity of a lawyer is distinguished by the expressive cognitive nature, which requires not only a variety of solutions to mental problems and difficulties, but also the organization of their practical implementation. At the same time, mental activity aims at building different versions, drawing up plans for implementation of operational and service activities and plans of work in general, combined with a practical organization of work that implements imaginary schemes and solutions. Considering the complexity, multifaceted nature, diversity of tasks solved by the lawyer, variability, the presence of elements of surprise, we can attribute the cognitive activity of the lawyer to the category of creative, and the main form of providing knowledge to distinguish creative thinking.

Provide optimal conditions for all professional activities. Assists in organizing activities that consist of the transfer, exchange of information and organization of the activities of persons who follow the instructions of the lawyer. She has a wide communication competence, which consists in conversations in order to obtain the important information needed to make a decision.

Establishing psychological contact is an important prerequisite for any communication, especially if it is aimed at obtaining important information and is an indicator of professionalism.

Psychological culture, as an organic unity of psychological education (knowledge, skills, techniques of self-training, self-regulation, etc.), will, corresponding professional and psychological qualities that effectively influence the regulation of legal situations, is of great importance for the legal sphere.

A lawyer needs to constantly improve his or her knowledge of psychology in order to maintain a balance between internal and external mental processes, which of course affects the content of professional activity. In addition, it is necessary to be able to translate their qualities into practical activities in order to ensure effective psychological impact on citizens. When it comes to psychological culture, it is important to combine theory and practice (Korolchuk, 2006).

Psychological culture performs such an important function as timely elaboration of a lawyer's mental adaptation to various surprises. The lawyer should be ready for any instructions, working conditions and should not panic, feverish. At the moment it is not about any, but about timely adaptation, with the manifestations of quick response, bringing yourself into a state of professional readiness. Psychological

culture also implies the ability of the lawyer to make the necessary adaptation of citizens.

There is no doubt that a high psychological culture forms the true professional and legal character of a lawyer. Professional experience enables him to be prepared for any excesses.

Professional cool-heartedness helps you not to spend precious time on emotions or any kind of reflection. It is the legal nature that seeks to find the truth, prompt professional action, the logic of justification of various aspects of the legal phenomenon.

That is, psychological culture influences the lawyer in the way that the legal situation or society as a whole requires.

From the above, we can conclude that the main criteria for professional selection in the legal field are: communicative competence, commitment, the presence of psychological culture, mental and organizational skills, responsibility, motivational and psychological readiness.

Conclusions. Studies of problems of selection of personnel to legal bodies allow to make a conclusion about expediency of the first priority realization for the purpose of professional selection of psychodiagnostics of the level of psychological readiness of the candidate for activity, which will form the basis of further investigations.

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