

FORMATION OF STRESS RESISTANCE AMONG EMPLOYEES OF INTERNAL AFFAIRS BODIES

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ABSTRACT

The article analyzes the concept of stress resistance, examines stress factors affecting the activities of the internal affairs bodies, and determines the main directions of the formation of stress resistance of internal affairs bodies.

Keywords: Stress resistance, internal affairs bodies, stress factors, directions of stress resistance formation.

INTRODUCTION

It's not stress itself that kills us,
but our response to it.

Hans Selye

One of the most important duties of the state is to ensure the rights and freedoms of man and citizen, the implementation of which is entrusted to the executive authorities. The professional activity of employees of the internal affairs bodies of the Ministry of Internal Affairs has essential features: it is carried out on behalf of the state, is of an executive and administrative nature, and is socially significant. All this puts her in a number of the most difficult and responsible professions of our time. The range of functions performed, the scope of duties assigned to the internal affairs bodies in everyday conditions, and even more so when the operational situation is complicated, allow us to classify their official activities as the most difficult, moreover, extreme. An important psychological feature of the professional activity of employees is the constant confrontation and opposition of interested parties. This gives the activity of the officer on the disclosure, investigation and prevention of crimes the character of a struggle that sometimes takes very sharp forms. The need to overcome dangerous situations, the elimination of obstacles that are specially created in the path of the employee, cause him various emotional reactions, requires constant volitional tension and active mental activity.

Stress among law enforcement officials is one of the leading factors, which can have a destructive effect on the state of his performance, work and health in general. There are quite a few reasons why a state of stress can form. This is due to constant work with a wide variety of categories of people - from victims to criminals, participation in protection and measures to restore public order, the need to use physical force and firearms in certain conditions, the existing danger to the life and health of both the employees themselves and their members families. Thus, the activities of the internal affairs bodies are aimed at fulfilling the strategic goals of state and public security, which include the protection of the constitutional system, fundamental rights and freedoms of man and citizen.

Materials and methods

The performance of the assigned functions is associated with the action of stress factors, which include the following:

- The hazard factor is primary, the main one, since the hazard is understood as a perceived threat to human life, health or well-being. It is he who is decisive for special, extreme working conditions, the performance of assigned tasks and functions. However, an employee's behavior style does not always change under the influence of a hazard factor that may be present but not objectively perceived, or vice versa. The primacy of the hazard factor in relation to others is also due to the fact that it enhances their impact on employees of the internal affairs bodies. Perception on the personal level of the nature and magnitude of the danger determines the behavior and actions of the employee in special conditions

- The factor of surprise is understood as an unpredictable, unplanned change in the situation in an everyday environment, which requires a transformation of the activities being performed. The most important result of the factor under consideration is that the head and employees of the internal affairs bodies have to quickly think over a new plan of action in the changed conditions, and then, implementing it, achieve the set goal. And if initially a certain system of actions was thought out, perhaps training was carried out for their implementation, then when the surprise factor is affected, the time for practicing actions is limited, which can negatively affect the results obtained.

- The factor of uncertainty indicates the absence, insufficiency or inconsistency of information about the nature, content and circumstances of the tasks assigned (for example, the number of people injured as a result of a man-made accident, the place and time of the terrorist attack, with the threat of its commission, etc.).

- The factor of novelty, which presupposes new conditions, means or methods of carrying out any actions aimed at achieving a certain goal. In this case, we are talking about unknown, unusual or unusual means or methods of committing a crime, types of emergencies unusual for a particular region, etc. Such innovations, as a rule, have a negative impact on the activities of the head and personnel of the internal affairs bodies, whose functions include struggle with such phenomena, since they cause them to be insecure in their own strengths, fear not to overcome the difficulties that have arisen.

- The factor of lack of time implies an unexpected, sharp reduction in the time to perform actions aimed at achieving the goal. In such cases, it is necessary to effectively and fully complete the assigned tasks in less time, which is achieved through the advance formation of skills and abilities to act in conditions of time pressure. The internal affairs bodies, as a rule, carry out their activities in such conditions when suppressing mass riots, in emergency situations of a natural and man-made nature, when seconds can determine the successful achievement of the goal, the effective protection of human rights and freedoms.

The presented factors can affect the individual activities of an employee of an internal affairs body in various conditions, both individually and in combination, nevertheless, they are closely related. Thus, the detention of a person suspected of committing a crime, as a rule, is fraught with the danger of using any means for resistance (for example, stones, sticks, metal objects, etc.), including firearms. A surprise may be the appearance of an accomplice on a vehicle, which will simultaneously be not only a manifestation of the surprise factor, but also a lack of time when it is necessary to make a decision to use weapons in a matter of seconds or be ready to use a personal or official vehicle. In general, stress factors affect employees of the internal affairs bodies, for example, during the protection of public order by police officers during a public event (rally, concert, football match, etc.). It should be noted that protest actions often develop into riots, when extremist and terrorist intentions of various destructive elements can be realized. In this case, even in the absence of the surprise factor in full, the primary factor is

the danger. In such a complex operational environment, against the background of increased political activity of parties and public organizations, an increase in the number of public events and the number of citizens taking part in them, the influence of the factor of novelty and uncertainty may be quite likely the effective protection of human rights and freedoms.

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In emergency situations caused by natural, man-made or social circumstances, of course, the entire set of stress factors can manifest itself. Employees of the internal affairs bodies, carrying out the protection of public order, ensuring both public and personal security in these conditions, must strictly follow the instructions, show decisiveness when arresting offenders, minimizing the impact of stress factors. Thus, the analysis performed allows us to conclude that the internal affairs bodies, when carrying out professional activities, are, as a rule, involved in an extreme space, which requires them to display stress resistance.

In most cases, stress resistance in the literature is considered from a psychophysical point of view.

From a legal point of view, this term is used by professors V.B. Knyazhev, A.F. Maidikov, G.I. Demin, who highlight a number of its essential features. "First, it's a combination of the two words stress and resilience, meaning resilience to stress. The second feature is the unifying property of these terms, their meaningful qualitative characteristics ... Resistance to stress (or stressful environment) is the ability of a person's personality to withstand stress. " Thus, without pretending to the conceptuality of the proposed definition, in general terms, stress resistance can be defined as the ability of the system to perform the tasks assigned to it when the situation (circumstances, situation) changes, up to the occurrence of special conditions. This is one of the most important components of public safety that characterize the state of society, all its spheres at various levels of government.

RESULT, DISCUSSION AND CONCLUSION

In foreign countries already in the 80s. In the twentieth century, close attention was paid to this issue. In particular, the English author, based on the results of his study of the activities of British police officers, came to the conclusion that "the training of all police officers should be carried out taking into account the formation of their preparedness for a stressful situation.

People entering the police force must undergo rigorous screening to determine their ability to cope with stress. ”

At present, in Uzbekistan, the formation of stress resistance of various bodies and management structures is gaining special relevance in connection with the political, social, economic situation in the country and in the world, which predetermines the need to ensure a high level of readiness of society and the state for effective action in this environment.

The foregoing fully applies to the internal affairs bodies. The resistance to stress of the internal affairs bodies should include both the resistance to stress of each employee and the organ system as a whole.

The formation of stress resistance of the system of internal affairs bodies should be carried out in various directions, including the following.

1. Legal regulation of the activities of internal affairs bodies in various conditions at all levels of government. Timely response to changes in legislation and bringing the departmental regulatory legal framework in line with it. In the event of a redistribution of powers between public authorities or other changes in the normative legal regulation, it is also necessary to bring the law enforcement acts in line with the legislation.

2. Development and adoption of a strategy for stress resistance of the state as an integral part of national security. For this purpose, it is necessary to develop an appropriate concept for the formation of stress resistance of internal affairs bodies, within the framework of which programs and action plans should be developed in various conditions (in particular, in emergency situations caused by natural, man-made threats). It is an important element that must be sufficiently mobile in today's ever-changing environment.

3. Improvement of the system of selection, development and professional training of personnel of internal affairs bodies, governing bodies, management teams. Improving the professional skills of employees of internal affairs bodies using active and interactive forms of training, operational and staff exercises, methods of rallying management subjects based on a system of interdepartmental interaction.

4. Moral and psychological preparation of personnel for actions under stressful factors, which were discussed above. For the formation of skills and abilities to perform tasks in such conditions, it is necessary to simulate stress factors during training sessions.

5. Creation, timely updating of the system of resource support, material incentives for employees. Foreign experience shows that in many countries the stress resistance of law enforcement officers is provided by certain privileges: high official salaries, allowances, grants for seniority, the provision of official housing, land plots, which subsequently, with a certain length of service, become property or can be bought out according to low price.

6. Thought-out and effective technical equipment and timely re-equipment of the system of internal affairs bodies, which will increase the efficiency of their activities, automate various operations in order to reduce the personnel involved in the internal affairs bodies, minimize risks to the life and health of employees of the internal affairs bodies.

Thus, the activities of internal affairs bodies everywhere - both in everyday life and in special conditions - are associated with extreme situations. Therefore, the formation of stress resistance of employees of internal affairs bodies is a special requirement of our time and is necessary for the effective implementation of the tasks and functions assigned to them.

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