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ЛИЧНОСТНЫЕ ОСОБЕННОСТИ СОТРУДНИКОВ СЛЕДСТВЕННЫХ ОРГАНОВ (ГЕНДЕРНЫЙ АСПЕКТ)

PERSONAL CHARACTERISTICS OF EMPLOYEES OF INVESTIGATIVE AUTHORITIES
(GENDER ASPECT)

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Аннотация:

Актуальность исследования обусловлена возрастающей потребностью государства и общества в повышении эффективности деятельности сотрудников следственного комитета России. Повышение эффективности следственной деятельности невозможно без учета личностных особенностей следователя. Важным является поиск и изучение личностных и профессиональных ресурсов сотрудников, помогающих улучшить продуктивность и эффективность служебной деятельности. При этом в современном обществе все больше женщин выбирают профессии, которые традиционно считались мужскими. Научный интерес представляет изучение личностных особенностей сотрудников подразделений предварительного следствия МВД России, где наряду с мужчинами работают и женщины. В

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Abstract:

The relevance of the study is due to the growing need of the state and society to improve the efficiency of the Investigative Committee of Russia. Improving the effectiveness of investigative activities is impossible without taking into account the personal characteristics of the investigator. It is important to study personal and professional resources of employees that help improve productivity and performance. More and more women choose professions that were traditionally considered male. Of scientific interest is the study of the personal characteristics of employees of the preliminary investigation units of the Ministry of Internal Affairs of Russia, where women work along with men. In this regard, the purpose of the study is to identify personal characteristics of male and female employees of investigative bodies. The article

связи с этим целью исследования является выявление личностных особенностей у сотрудников следственных органов мужского и женского пола. Выборку исследования составили 23 сотрудников следственных органов в возрасте от 22 до 43 лет, из них 11 мужчин (средний возраст – $29,18 \pm 4,05$ лет) и 12 женщин (средний возраст – $29,42 \pm 4,62$ лет). Средний стаж работы в правоохранительных органах составил $4,7 \pm 4,1$ года. В проведении исследования использовался Пятифакторный личностный опросник в адаптации, выполненной В.Е. Орлом в соавторстве с А.А. Рукавишниковым и И.Г. Сениным. Было выявлено, что сотрудников следственных органов мужского пола отличает высокий уровень самоконтроля, тенденция к доминированию в сочетании с настойчивостью и предусмотрительностью. Следователи-женщины подвержены эмоциональным воздействиям, также у них отмечается склонность к доминированию, в сочетании с настойчивостью и любопытством. Кроме этого, обнаружено влияние аспектов возраста и стажа службы на личностные особенности сотрудников следственных органов и мужского, и женского пола.

Ключевые слова:

личностные особенности, сотрудники следственных органов, профессионально важные качества, эффективность служебной деятельности.

presents the research of male and female personality characteristics in the group of law enforcement authority's employees. The sample consisted of 23 officers aged 22 to 43 years (11 men, mean age was 29.18 ± 4.05 years, 12 women, mean age 29.42 ± 4.62 years). The average period of service in law enforcement authorities was 4.7 ± 4.1 years. A five-factor personality questionnaire was used in the study. It was revealed that male employees of the law enforcement authorities are characterized by a high level of self-control, a tendency to dominate, combined with perseverance and prudence. Female officers are prone to emotional stress, they also persistent, curious and tend to dominate. In addition, the influence of age and length of service on the personality characteristics of the officers, both male and female, was discovered.

Key words:

personality characteristics, employees of law enforcement authorities, professionally important qualities, work efficiency.

Relevance

The professional practice of the employees of law enforcement authorities is characterized by high emotional tension, lack of time resources, informational uncertainty, extremeness and other circumstances, forming a certain type of personality. In this regard, an important component of the professionalism of employees of the law enforcement authorities is their psychological qualities that provide the success of official and professional activities [1].

Among the characterological features of the officers, volitional and communicative qualities are of primary importance. Important psychophysiological qualities of the officers are: sensitivity – increased neuropsychic sensibility to external influences; conjunction of reactivity (impulsivity) and activity; emotional stability; plasticity of mental processes; low level of anxiety – moderate emotional excitability in dangerous situations; resilience – resistance to external and internal conditions that impede the implementation of the initiated activity; tolerance – resistance to neuropsychic overstrain [2].

To increase of efficiency of professional activity of employees of the law enforcement authorities it's important to take into account their individual psychological characteristics. It also should be considered the investigator's inclination to perform a certain type of work, to investigate a certain category of cases in which his abilities are most fully manifested [1]. The general structure of the personality can be refracted through the fulfillment of functional duties. The authority and subordination of the investigator can lead to the formation of certain patterns of behavior, to consolidate negative personal qualities, as well as to promote adherence to template decisions, formalism, inflexibility; constant contact with asocial manifestations can form increased suspicion, prejudice, a tendency to blame others [3]. With the development of modern society, including the recognition of gender equality, more and more women choose professions that have traditionally been considered masculine (military personnel, law enforcement officials, firefighters, etc.).

Personal characteristics of employees of both gender of the preliminary investigation units of the Ministry of Internal Affairs of Russia, are of scientific interest [4]. Currently, more than 150 thousand female employees, who make up more than 23.96% of the total personnel, serve in the internal affairs department [5]. So, according to M.V. Shchelkunova, a female investigator is more successful in investigating rape, economic crimes, crimes committed by juvenile delinquents [6,9].

The relevance of the study is due to the growing necessity in increasing of the work effectiveness of the staff of the Investigative Committee of Russia. It is important to search and study the personal and professional resources of employees helping to improve the productivity and effectiveness of professional activities [7]. It is necessary to make changes to the system of professional training, improve professional selection and personnel distribution in accordance with personal and professional specifications [10].

To date, personal characteristics, taking into account the gender affiliation among the employees of law enforcement authorities, have not been the subject of independent research. In this regard, the aim of the study is to identify the personal characteristics of male and female investigative officers.

Materials and Methods

The sample of the study consisted of 23 employees of investigative bodies aged 22 to 43 years (11 men, mean age was 29.18 years, SD of 4.05 years, and 12 women, mean age 29.42 years, SD of 4.62 years). The average length of service in law enforcement bodies was 4.7 ± 4.1 years. All examined had a higher legal education and worked as an investigator. A five-factor personality questionnaire was used in the study, adopted to Russian sample by V.E. Oryol, A.A. Rukavishnikov and I.G. Senin. The questionnaire is aimed at the study of personality dimensions: 1 – extraversion-introversion; 2 – attachment-isolation; 3 – self-control-

impulsiveness; 4 – emotional stability - emotional instability, 5 – expressiveness-practicality. It consists of 75 paired, opposite in meaning, stimulus statements characterizing human behavior.

The statistical significance of the differences was calculated with the help of the t-Student parametric statistical criterion for comparing two independent samples, as well as a correlation analysis of psychological variables in the generalized sample using the U-Mann-Whitney coefficient. Data analysis was carried out in the IBM SPSS Statistics 23.0 program.

Results and Discussion

At the first stage of the study, a correlation analysis of psychological variables on a generalized sample was conducted to identify common psychological characteristics regardless of gender. It was found the interrelation of the variable “age” with the subscale “prudence/carelessness” ($r_{xy}=0.65$, $p=0.03$), which is part of the factor “self-control-impulsiveness” and the negative correlation of the variable “length of service” with the subscale “attracting attention/avoidance” ($r_{xy}=-0.73$, $p=0.03$), which is part of the factor “extraversion-introversion”.

At the second stage, significant differences in the psychological parameters of the employees of law enforcement authorities were identified depending on gender, using the U-Mann-Whitney statistical criterion to compare two independent samples (Figures 1, 2).

Fig. 1. The average values of the investigated according to the five-factor personality questionnaire among the employees of the investigating authorities depending on gender (reliable indicators are presented subscale)

Fig. 2. Diagram of the differences between groups of men and women by the factor of “expressivity-practicality”

It was found that female officers have higher rates of “emotional stability - emotional instability” factors, namely higher rates of psychological variables, such as emotional lability ($p=0.04$), curiosity ($p=0.02$), artistry ($p=0.03$) and expressiveness ($p=0.01$).

Further, the correlation analysis was carried out in groups of men and women.

Fig. 3. The data of the correlation analysis of the factor “self-control-impulsivity” with other scales of the 5-factor personality questionnaire in the group of male investigators (The figure shows only reliable correlations at levels $p < 0.05$ and $p < 0.01$ * the main factors are highlighted in bold font)

The results of the correlation analysis in the group of men show that the central factor is “self-control-impulsivity”, which has wide connections (Figure 3). For most male investigators, the score on the “self-control-impulsiveness” scale exceeded the average value established for the test, so the self-control prevailed. It was found that the results for the “self-control” subscale are associated not only with sub-factors included in the general “self-control” factor, but also with “responsibility” ($r_{xy}=0.7$, $p=0.02$); “persistence” ($r_{xy}=0.66$, $p=0.03$); “precaution” ($r_{xy}=0.83$, $p=0.00$); “accuracy” ($r_{xy}=0.85$, $p=0.00$), but also with the “Attachment” factor and such subscales as “attachment” ($r_{xy}=0.76$, $p=0.01$); “understanding” ($r_{xy}=0.62$, $p=0.4$); “respect for others” ($r_{xy}=0.84$, $p=0.00$); “warmth” ($r_{xy}=0.81$, $p=0.00$), and also with subscales “self-criticism” ($r_{xy}=0.62$, $p=0.04$), and “carefree” ($r_{xy}=0.65$, $p=0.03$).

In turn, the “responsibility” and “perseverance” subscales are associated with the “relaxation” scales ($r_{xy}=0.72$, $p=0.01$), “cooperation” ($r_{xy}=0.73$, $p=0.01$), and the general factor “extraversion” ($r_{xy}=0.64$, $p=0.02$), and the subscale “domination” included in it ($r_{xy}=0.75$, $p=0.01$).

The “understanding” subscale correlated with the “plasticity” ($r_{xy}=0.83$, $p=0.01$), “sensitivity” ($r_{xy}=0.65$, $p=0.03$), and “curiosity” ($r_{xy}=0.67$, $p=0.02$) subscales and “sociability” ($r_{xy}=0.62$, $p=0.04$).

In the group of women investigators, the factor with the greatest number of interconnections is “domination-submission” (Figure 4). The results show that most female officers have a tendency to dominate, which is associated with “perseverance” ($r_{xy}=0.74$, $p=0.01$), “expressiveness” ($r_{xy}=0.64$, $p=0.03$), “curiosity” ($r_{xy}=0.72$, $p=0.01$), “extraversion” ($r_{xy}=0.79$, $p=0.01$), “activity” ($r_{xy}=0.60$, $p=0.4$), “sociability” ($r_{xy}=0.72$, $p=0.01$) and “respect for others” ($r_{xy}=0.67$, $p=0.02$). “Persistence” is associated with “responsibility” ($r_{xy}=0.66$, $p=0.02$); “expressivity” – with “sensitivity” ($r_{xy}=0.60$, $p=0.04$); “curiosity” – with the search for new experiences ($r_{xy}=0.69$, $p=0.02$). The relationship of “extraversion” with “plasticity” is also noted ($r_{xy}=0.76$, $p=0.01$).

Fig. 4. Data from the correlation analysis of the dominance-submission factor with other scales of the 5-factor personality questionnaire in the group of female investigators (the figure shows only reliable correlations at levels $p<0.05$ and $p<0.01$ * The main factors are highlighted in bold font)

The results of the study showed that female investigators are more susceptible to emotional influences than their male counterparts, they are less rational, more likely to trust their feelings and intuitions, they are characterized by such personality traits as artistry and curiosity. It was found that the older were the officers, the higher were the volitional regulation of behavior, and also increased the level of self-control and prudence. With an increase in the length of service, employees become more restrained in communication, less trusting, and rely more on their own experience in work.

In the group of male investigators, the central factor is “self-control-impulsivity”, which has wide connections. In the majority of male investigators sample, the level of self-control exceeded the average value in the Five-factor personality questionnaire. Male investigators have such qualities as a high level of self-control and situation management, a low level of anxiety, the ability to control and reevaluate their activities in accordance with changing conditions, and the ability to accept responsibility. They tend to dominate in combination with perseverance, foresight, and at the same time a combination of activity and relaxation. The activities of the investigator involve developed communication skills, which include the ability to understand other people, sensitivity to changes, sociability, curiosity, plasticity, i.e. ability to easily switch in the process of communication. It is possible that high self-control in a group of investigators is the result of good communication skills.

In the group of women investigators, the factor with the greatest number of interconnections is “domination-submission”. It was found that most women showed a tendency to dominate, combined with “perseverance”, “expressiveness”, “curiosity”, “extraversion”, “activity”, and “respect for others”. At the same time, “persistence” is associated with “responsibility”, and “expressiveness” – with “sensitivity”.

The results obtained are consistent with some previous publications [9,10]. According to the research of V.L. Tsvetkova, communicative abilities and one of their manifestations – organizational abilities, are necessary for police officers. Also important are such qualities as decisiveness, independence, initiative and plasticity. The work of law enforcement agencies requires a combination of organizational and communicative abilities, as well as the ability to control the situation.

Conclusion

The study conducted an analysis of the personal characteristics of the male and female employees of the law enforcement authorities. Identified gender-specific professionally significant psychological characteristics of them.

Male investigative authorities are distinguished by a high level of self-control, a tendency to dominate, combined with perseverance and prudence. Female investigators are prone to emotional stress, and they also tend to dominate, and have high scores in perseverance and curiosity.

In addition, the influence of age and length of service on the personality characteristics of the employees of the investigating authorities, both male and female, was discovered. It was found that the older were the officers, the higher were the volitional regulation of behavior, and also increased the level of self-control and prudence. With an increase in the length of service, employees are restrained and distrustful in communication, relying on their own experience.

This work can serve as a basis for further study of the gender characteristics of law enforcement officers, and will also allow for a deeper analysis of the patterns of success in career performance.

There is no conflict of interest.

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