

## **PSYCHOLOGICAL SUPPORT FOR THE PROFESSIONAL RELIABILITY OF POLICE OFFICERS**

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### **INTRODUCTION**

The problem of the professional formation of the individual as a long and multidimensional process belongs to the most important and complex problems of legal psychology. It is usually considered in terms of two approaches. From the first, activity-based approach, the personality of a professional is considered in the context of compliance (non-compliance) with the requirements of the activity. Professional activity develops not only the necessary skills and abilities, not only affects the peculiarity of mental processes, but also shapes the personality as a whole, its professional traits and professional behaviour. The second personal approach focuses on self-development, self-actualisation, increasing the degree of personal freedom in professional self-determination, in the formation of individual style of activity, in the expansion of one's capabilities.

It is for this reason that the question of professional reliability of a police officer is naturally recognised. The reliability of a system is characterised by its integral quality, which expresses its ability to perform its functions in accordance with the requirements for a given interval of time.

The problematic of psychological conditions of professional reliability of police officers is in demand in many scientific branches, including legal psychology. At the same time, experts note the expediency of further research of this problem and development of technologies of its implementation in the system of moral-psychological support of police officers' service activity.

The problem of ensuring the reliability of professional activity of law enforcement specialists has theoretical foundations and practical results elaborated in the studies of L. M. Balabanova, V.I. Barko, O.M. Bandurka, S.P. Bocharova, L.G. Dika, O.V. Zemlyanskaya, O.V. Ivanova, S.Y. Lebedeva, V.A. Lefterov, G.A. Litvinova, V.S. Medvedev, L.I. Moroz, S.Y. Poyarkov, E.D. Safin, E.Yu. Poyarkov, E.D. Safin, E.Y. Strizhov, O.V. Timchenko, G.A. Yukhnovets, S.I. Tsilmak, S.I. Yakovenko.

One important way of developing the problem of the psychological reliability of police officers is to identify the psychological mechanisms and determinants.

### **1. Psychological determinants of the development of police professional reliability**

Internal, psychological factors of reliability of police officers include: health, professional competence and motivation, professionally important personal qualities (thinking, memory, attention, psychomotor skills, stress resistance, self-control, responsibility, self-discipline, initiative, communication skills, ability) training, developed psychophysical qualities, professional «self-concept»).

It should also be determined that the leading factor in the development of professional reliability are personal and professional qualities and skills of a police officer, as well as the level of their formation, competences and components that manifest themselves in personal development, social interaction, and professional activity.

Cognitive components of personal reliability of police officers are the process of reflecting the professional reality and cognition of the profession, awareness of oneself in the profession and development of professional qualities necessary to perform professional activities. The basis of this sphere consists of professional knowledge, which reveals the features of the individual experience of the employee and opens up the possibility of its improvement and development.

Self-regulation plays a special role in the development of the psychological reliability of a professional's personality. Because self-regulation is a system-forming factor of the integrity of a subject of professional activity, i.e. interaction of regulatory systems of professional activity and the psychophysiological state provides favourable functional states, which, in their turn, contribute to successful counteraction to negative factors of the professional environment.

Another factor of personal reliability of a law enforcement officer is the depth and content of his/her experiences of situations, difficulties and his/her attitude towards them. The hierarchy of needs, which a person can satisfy in his work and which he experiences the most, as well as the hierarchy of values, are of special importance for a specialist in counteracting difficulties and stressful influences of the professional environment.

It is these factors that determine the orientation of personal self-regulation towards the performance of professional activity at the expense of worsening one's own state or optimising one's own state at the cost of

reduced effectiveness and reliability of activity. In extreme (unusual, atypical, etc.) situations, at the level of development of personal and professional qualities, efficiency and reliability of activity begin to be determined by higher needs, i.e. another system of values.

Thus, the most common types of human attitudes towards professional activity are evaluative, semantic and value attitudes. The evaluative attitude performs the functions of singling out value properties of a person, subjective attitude of a person to reality, regulation of behaviour and activity.

Psychological research into a person's stable positive and negative attitudes towards professional activity was carried out in connection with the special perception of his/her work; with the performance, reliability and success of the activity; with the specificity of his/her mental regulation; with the development of professionally important qualities, personality in general; with the identification of a person with the profession.<sup>1</sup>

Another component of the personal reliability of a specialist is the self-concept. The professional 'self-concept' is viewed as a system of a person's perceptions of herself as a subject of professional activity. It summarizes a specialist's idea of herself in a variety of real connections and relations that she realizes throughout her professional path.

Self-perceptions as a subject of professional activity reflect specific features of a person, which he/she correlates with the characteristics of professional activity, status and position. The interaction of these components in the integral «self-concept» is determined by the real relations of the specialist, specific life circumstances, the place of the profession in the person's life and the place of the person himself/herself in the profession.

The criterion of the established professional self-concept is the socio-psychological well-being of the personality of police officers. Socio-psychological well-being is understood as an emotionally-evaluated attitude of a person to the activities carried out and his/her own position, i.e. socio-psychological well-being is an integral characteristic reflecting the level of psychological comfort, the degree of balance, balance and harmony of the internal state of a professional.<sup>2</sup> The study of this criterion becomes possible primarily through indirect indicators: as subject's

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<sup>1</sup> Газда І. І. Психологічні складові професійної надійності працівників органів внутрішніх справ / І. І. Газда // Проблеми сучасної психології. – 2014. – Вип. 24. – С. 119-130.

<sup>2</sup> Кісіль З. Р. Психологічна надійність професіонала як фактор протидії деформації / З. Р. Кісіль // Університетські наукові записки. – 2007. – № 4. – С. 551-556.

assessment of satisfaction with their professional activity (in its different aspects); level of optimism in evaluating prospects; self-assessment of mood and psychological state.

The structure of personal reliability of police officers includes such content components as value-semantic, motivational, cognitive, emotional-will and behavioural. These components determine the development and implementation of all subsystems of reliability, according to the three levels of its study – personal, activity and functional.

These psychological components of specialists' professional reliability, which are hierarchically constructed, have different degrees of generalization and concretization at different stages of professionalization. Therefore, the effectiveness of psychological components for the formation of professional reliability increases when they act as a single interrelated system.<sup>3</sup>

Psychological support of the personal reliability of police officers is understood as a complex of measures to diagnose the psychological state, psychological forecasting, psychological correction and psychological training of personnel, as well as the formation of the necessary personal qualities during training to ensure adequate perception of professional situations, timely and successful performance of professional functions and allows to solve the following tasks:

- finding quantitative criteria for psychological selection and placement of staff;
- solving the problems of the psychology of professionalism formation and personality development in different age periods;
- optimisation of methods for determining, measuring and predicting the development of professionally important personal qualities of employees; assessment of the reliability of these methods;
- developing methods for the correction of personal data and the targeted education of professionally important personal qualities;
- monitoring the dynamics of professionally important personal qualities throughout the employee's career;
- optimisation of team building and improvement of organisational management;

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<sup>3</sup> Швець Д.В. Професійна надійність працівника поліції у проблематиці сучасної фахової освіти. Психологічні і педагогічні проблеми професійної освіти і патріотичного виховання персоналу системи МВС України : матеріали наук.-практ. конф. (м. Харків, 30 березня 2018 р.): Харків. нац. ун-т внутр. справ, 2018. С. 101-104.

– optimising the solution to the socio-psychological problems of staff teams;

– collecting, processing and archiving psychological research data, creating databases and developing information systems.<sup>4</sup>

D.V. Maleev has developed a theoretical model for the development of psychological factors in the personal reliability of police officers that includes the following blocks: goal, content, organisational, and performance, which are closely interrelated and arranged in relation to each other.

This model of personal reliability development was constructed based on the theoretical positions, problems and difficulties of adaptation discussed, in which the key indicators of personal reliability are manifested in personal development, social interaction, and job performance and are realised through professional roles and activities.<sup>5</sup>

The importance of a person's specific psychological features in ensuring their reliability is determined by many factors: – the nature of the professional activity; its requirements for the level of professional suitability of the individual; the set of traits, qualities, their individuality and uniqueness of development.

Also, psychological characteristics such as temperament, cognitive styles, and personality anxiety characterise the tendency to exhibit high or low reliability, while other stimulating qualities such as responsibility, accuracy, professional orientation, and will shape a particular style and organisation of activity, Third qualities and processes such as perception, memory, thinking, information conversion, decision-making, psychomotor skills and emotional responsiveness directly regulate and determine the nature of specific actions and their normative or erroneous manifestations.

Under the influence of external and internal determinants, a policeman's reliability may increase or decrease depending on: his current state of mind; his individual characteristics; his level of preparedness; the duration of the action and its degree of difficulty.

Therefore, the search for reliability criteria requires the study of not only existing but also potential personal capacities and reserves. The first task is to strengthen the professional potential of a law enforcement

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<sup>4</sup> Кузнецова О. В. Адаптивність особистості як чинник професійної надійності у представників екстремальних видів діяльності / О. В. Кузнецова // Наука і освіта. – 2013. – № 7. – С. 243-247.

<sup>5</sup> Малєєв Д. В. Психологічні чинники розвитку професійної надійності працівників підрозділів превентивної діяльності Національної поліції України : автореф. дис. ... канд. психол. наук : 19.00.06 / Денис Вікторович Малєєв; МВС України, Харк. нац. ун-т внутр. справ. – Харків, 2016. – 22 с.

officer, which ensures his personal reliability under stressful situations and the ability to react to the situation in time.

The dependability of police officers is characterized by a specific combination of certain properties with moral qualities, and a spiritual world of personality, determined by social factors. It is a property of a law enforcement officer, which can foresee the results of activity, and unmistakable use of his personal qualities, reserves and abilities in the process of professional activity. Also, the professional reliability of a police officer is closely linked to his moral responsibility and depends largely on the reliability of society.

Consequently, theoretical analysis of psychological research on the determinants of the development of professional reliability of police officers allows us to conclude that reliability is understood as a set of moral, motivational, value and meaningful, cognitive, and regulatory processes of personality, providing its reliable behaviour based on the requirements of morality and law; set of professional knowledge, abilities, skills and provides an adequate perception of situations and the successful performance of the professional activity.

## **2. Criteria and indicators of police officers' professional reliability assessment**

The theoretical and methodological basis of the study of the phenomenon of professional reliability of police officers was formed by a systematic approach in psychology. This means that the professional reliability of a specialist should be reflected as a complex multi-level (always individual) process of personal development and self-development in professional activities.

A number of researchers study the mechanisms of regulation of the reliability of the activity of specialists at different levels of their existence: biological, psychological and social. Thus, the biological level includes both genetic and physiological regulatory mechanisms for ensuring the reliability of a person, its stable and stable adaptation to the environment, homeostatic and adaptive regulation of the processes of ensuring his life and activity in normal and extreme conditions.

The psychological level of ensuring the reliability (error-free and timeliness of actions) of a person has not been sufficiently investigated yet. The literature contains data on the role of some psychological phenomena in the formation and manifestation of reliability, in particular, on the properties of perception, simultaneous and successive cognition, information search, mental image, selectivity of attention, individual characteristics of a specific subject and their manifestations in ensuring the activation of productive processes of activity, compensation of

insufficient development of some processes, mobilization of operational functions, implementation of plans and strategies of behavior and so on.<sup>6</sup>

The social level of regulation of human reliability reflects the peculiarities of joint activity, interpersonal relations and group processes in the work team. Psychological climate, compatibility and cohesion of group members, management style, conflicts, leadership and other social and psychological phenomena determine the level of professional suitability of a collective subject of activity, depend on a number of individual and psychological characteristics of group members and are reflected in the level of personal and group professional reliability.<sup>7</sup>

Meanings and ideals are the highest form of regulation of the subject's activity. Thus, the phenomenon of readiness can be the result of the interaction of meaning-images, subject-oriented thought-images and the emotional and volitional purposefulness of the individual. And motives in this context perform the functions of encouragement and support in the state of the human psyche necessary for solving the tasks, but at the same time they cannot fully determine the ideological and semantic load of the subject's activity.<sup>8</sup>

The separation of levels of the study of professional reliability is based on the idea of a multi-level psychological organization of the individual and was elaborated in the works of B.H. Ananiev, B.F. Lomov, according to it person is a biosocial being endowed with consciousness and the ability to act. According to it, reliability can be considered at the individual, subject and social levels. The individual level involves taking into account age, gender, constitutional characteristics, neuro dynamic properties, dynamics of psycho physiological functions and the characteristics of a specialist's temperament.

Consideration of reliability at the subject level becomes possible through the use of ideas about human subjectivity as a complex mental quality that unites different levels of manifestation of active, proactive, integrative, systemic beginnings. The understanding of subjectivity in

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<sup>6</sup> Гаркавцев Є. І. Критерії та показники сформованості професійної надійності майбутніх працівників ОВС / Є. І. Гаркавцев // Педагогічні науки: теорія, історія, інноваційні технології. – 2015. – № 1. – С. 208-217.

<sup>7</sup> Цільмак О.М. Соціально-правова надійність персоналу ОВС як підгрунття ефективної професійної діяльності [Електронний ресурс ] / О.М. Цільмак, С. І. Яковенко // – Режим доступу: [http://archive.nbuv.gov.ua/portal/Soc\\_Gum/NiO/2010\\_4-5/psiholog/Tsyl\\_Y.htm](http://archive.nbuv.gov.ua/portal/Soc_Gum/NiO/2010_4-5/psiholog/Tsyl_Y.htm).

<sup>8</sup> Сердюк С. І. Узагальнення окремих теоретичних аспектів та наукових підходів до визначення професійної надійності фахівців / С. І. Сердюк // Збірник наукових праць Національної академії Державної прикордонної служби України. Серія : Педагогічні науки. – 2017. – № 2. – С. 301-313.

psychology is connected with the interpretation of the essence of this concept as the transformation of a person into a subject of his own life activity (activity, communication, knowledge) and as a special qualitative level of development of his self-awareness.<sup>9</sup>

At the social level, the object of research is a stable system of socially significant traits that a person produces in the process of socialization and assimilation of socio cultural experience and realizes in the process of social connections through active subject activity and communication.

Each level of professional reliability is related to all others, depends on them and the system as a whole. The systematic approach involves considering professional reliability as a complex entity with a hierarchical structure, in which components (structural and content), functions and evaluation criteria are distinguished.

The systematicity of the professional reliability of police officers determines the possibility of displaying it as a multi-level system consisting of three structural components: personal, activity and functional reliability.

Thus, personal reliability includes moral-legal and social, humanistic-oriented values that correspond to the ethics of their chosen professional activity and provide awareness of the social significance and personal responsibility for the results of law enforcement activities, social, departmental and group normative behavior as the most important conditions for the success of professional activities and the prevention of violations.

Actionable reliability defines a police officer as a subject of law enforcement activities and provides for error-free and timely performance of preventive, administrative, operational-investigative, criminal-procedural, executive, and security functions in various regimes and working conditions. Actionable reliability is due to the inclusion in the structure of the personality of a police officer: professional and special knowledge, abilities and skills; experience in implementing legal norms and ensuring law and order.

Functional reliability characterizes a law enforcement officer as a biological individual, that is, it reflects the functional state of his organism, the amount of energy resources necessary for effective performance of work.

In the opinion of O. L. Osadchuk, «Acknowledging the legitimacy of a special, isolated consideration of individual subsystems of professional reliability, one should emphasize their interrelationship and

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<sup>9</sup> Гаркавцев С. І. Сутність поняття «професійна надійність» майбутнього працівника органів внутрішніх справ / С. І. Гаркавцев // Вісник Національного університету оборони України. – 2014. – Вип. 4. – С. 30-34.



interdependence: being themselves systemic formations, they receive their content and functional determination only in the structure of the whole».<sup>10</sup>

According to the structure of the professional reliability of police officers, such content components as: value-semantic, motivational, cognitive, emotional-volitional and behavioral should be included. Content components determine the development and implementation of professional reliability in activities.

The cognitive component of the professional reliability of a police officer is the result of learning and mastering the content of law enforcement activities and compiling a system of knowledge about personal opportunities for gaining professional experience, taking into account the presence or absence of professionally important qualities and abilities necessary for this.

The cognitive component provides a certain level of development of cognitive processes that make up the intellectual and cognitive sphere of a specialist, necessary for the successful implementation of official activities.

The development of the intellectual and cognitive sphere of the professional reliability of a specialist involves the expansion of the categorical and conceptual structure of the professional consciousness of the employee, which provides an opportunity to acquire the skills of interpreting the received information and its application in practical activities, increasing the quality of the performance of professional functions.

The emotional-volitional component of the police officer's professional activity is the process of reflecting the law enforcement officer's emotional attitude to professional activity or to particular, professionally significant qualities of the personality in accordance with needs and motives.

Indicators of the emotional-volitional component of the police officer's professional reliability are: professional interests, professional self-esteem, satisfaction with professional activity, empathy and emotional stability. The following is a description of each indicator:

- professional interests motivate the law enforcement officer to further education, develop skills and abilities;
- the employee's attitude stimulates professional and personal self-development and self-improvement;
- professional self-assessment reflects the potential professional opportunities and the individual's aspirations;

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<sup>10</sup> Сердюк С. І. Узагальнення окремих теоретичних аспектів та наукових підходів до визначення професійної надійності фахівців / С. І. Сердюк // Збірник наукових праць Національної академії Державної прикордонної служби України. Серія : Педагогічні науки. – 2017. – № 2. – С. 301-313.

– empathy and emotional stability reflect the personal significance of everything that happens in the professional and legal reality and the individual's inner experiences. The experience is based on the value-meaning restructuring of the law enforcement officer's consciousness.

The police officer's professional reliability of motivational component is the process of reflecting the degree of the employee's readiness to perform professional actions, compliance with the principles of legality in professional activity and responsibility for the legality of actions.

The level of personal activity of police officers is related to such personality qualities as willpower, purposefulness, energy and endurance. The conscious regulation of an employee's professional activity depends on the development of willpower. Self-assessment of a police officer's personality, the type of localization of control, value orientations, the level of emotional and intellectual development, as well as professional reflection are important components of volitional regulation of behavior. The latter gives an objective meaning to the activity and leads to awareness of the impact on the process of professional activity.

The value-meaning component of professional reliability is characterized by the awareness of one's responsibility to moral values and ideals, which allows law enforcement officials to resist the norms of narrow-group and selfish morality. The involvement of humanistic values in the system of values allows developing a specific system of beliefs, which is manifested in the understanding that police preventive measures play a decisive role in order to achieve law and order. The value-semantic sphere of the individual contains a system of ideas, personal constructs that fill the semantic space of professional consciousness, the result of which is the formation of the image of «I», the image of «Profession», which contributes to self-knowledge, self-attitude, self-identity.

The behavioral component is characterized by the presence of prosocial, constructive coping strategies in behavioral models. The behavioral component regulates the policeman's behavior and activities in accordance with legal norms, regulations and legal acts in accordance with the professional role and social status. A high-quality solution to professional tasks is possible due to a purposeful analysis of the situation and options for behavior, development of a problem-solving strategy and planning of one's own actions taking into account objective conditions, previous experience and available resources, as well as overcoming negative experiences by minimizing the impact of the emotional state and perception of the situation and choice of behavior strategy, high control of behavior, striving for self-control.

The existence of a system of professional reliability is carried out through the implementation of its inherent functions. These functions reflect its

purpose, role in professional activities. With regard to a systematic approach to the study of the professional reliability of a specialist, both general functions inherent in the system of professional reliability as a whole and the specific functions of its individual components can be distinguished. So, according to A.L. Osadchuk «Professional reliability is implemented using three general system functions:

- the integrating function ensures the coordination of the components of professional reliability as a certain integrity, manifested in ensuring the balanced functioning of all its levels, each of which from time to time comes from an equilibrium state, but the system as a whole maintains this state;

- the instrumental function of professional reliability is the actualization of that component, which is necessary to solve the professional task facing the law enforcement officer;

- the compensatory function consists in the possibility of replacing insufficiently developed components of the system of professional reliability with more developed ones. Due to the psychological mechanism of compensation or deformation of the psychophysical resource, the following pattern is observed: the more psychoenergetically demanding the professional activity is or the lower the indicators of psychophysical well-being, the less normative the behavior can be in some situations outside. Just as behavior that is normative in some situations of professional activity can become non-normative in other situations, normativity is evaluated from other positions or by the carriers of other norms».<sup>11</sup>

Selected substantive components of professional reliability in the real life area are interconnected and mutually determined, stipulating integral personal formation. Components, when included in the whole, on the one hand, lose certain characteristics and properties, and on the other hand, acquire new properties. Professional values and value orientations of the individual act as a basic component of professional reliability. They form the foundation of the substantive side of the subject's professional reliability and express the inner basis of his attitude to reality.

Each component of the system of professional reliability has its own local capabilities and, taken separately, cannot fully ensure the effectiveness of the functioning of a law enforcement officer in the process of service. Only their dialectical unity enables the specialist to achieve the best results.<sup>12</sup> The level of police officers' professional reliability can be

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<sup>11</sup> Сердюк С. І. Узагальнення окремих теоретичних аспектів та наукових підходів до визначення професійної надійності фахівців / С. І. Сердюк // Збірник наукових праць Національної академії Державної прикордонної служби України. Серія : Педагогічні науки. – 2017. – № 2. – С. 301-313.

<sup>12</sup> Цільмак О.М. Соціально-правова надійність персоналу ОВС як підгрунтя ефективної професійної діяльності [Електронний ресурс] / О.М. Цільмак, С. І.

recognized as optimal only provided a high level development of all components of this structure.

The selected psychological components of the police officers' professional reliability are hierarchically constructed and have varying degrees of generalization and specification at different stages of professionalization. Therefore, the effectiveness of psychological components in the formation of professional reliability increases when they act as a single interconnected system.

There is a need to identify criteria for establishing the level of development of police officers' professional reliability. As you know, a criterion in system analysis is a tool (method) for comparing alternatives, that is, any feature whose value can be fixed quantitatively or qualitatively. As a certain measure, the criterion must satisfy the condition of additivity. In terms of content, additional requirements are put forward to the criteria. Thus, the criterion must be adequate for the phenomenon it measures: the nature of the measured phenomenon and the dynamics of changes in the property expressed by the criterion must be reflected in the criterion. The criterion must be expressed unambiguously: the same actual values of various phenomena when applying the criterion to them must give the same quantitative values of the measured quantities. The criterion should be simple, that is, assume the simplest methods of measurement. It is important that you can use several criteria that describe the same goal from different angles and complement each other. Taking into account the methodological and theoretical foundations of research, it is possible to present the qualitative characteristics of the assessment of the indicators of the development of the professional reliability of the officers of the preventive activities units.

O.L. Osadchuk defines «Understanding the development of professional reliability as natural, that is, organic, which flows from the internal logic of the movement of the change system, does not at all mean recognizing the uncontrollability of this process.»<sup>13</sup> To understand the essence of the development of professional reliability, it may be fruitful to transfer the widely known concept of the zone of immediate development to the field of its research. According to which professional reliability has its own level of actual i.e. achieved and realized development. Designing the zone of the closest, that is, possible development and the trajectory of

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Яковенко // – Режим доступа: [http://archive.nbuv.gov.ua/portal/SocGum/NiO/20104-5/psiholog/Tsyl\\_Y.htm](http://archive.nbuv.gov.ua/portal/SocGum/NiO/20104-5/psiholog/Tsyl_Y.htm)

<sup>13</sup> Сердюк С. І. Узагальнення окремих теоретичних аспектів та наукових підходів до визначення професійної надійності фахівців / С. І. Сердюк // Збірник наукових праць Національної академії Державної прикордонної служби України. Серія : Педагогічні науки. – 2017. – № 2. – С. 301-313.

movement to its upper border is an important task of managing the development process of the system of professional reliability.

According to the formula of O.M. Leontiev «the internal acts through the external and thereby changes itself»<sup>14</sup>, the source of transformations of the system of professional reliability is in the system itself. The motive powers for the development of the professional reliability of police officers are external contradictions – inconsistencies between the objective professional reality and its subjective reflection by the law enforcement officer, as well as internal contradictions in the professional reliability system itself – discrepancies between the target functions of its individual subsystems (their different orientations). The resolution of these contradictions forms the process of developing the professional reliability of police officers and is the main content of managing this process.

## CONCLUSIONS

The personality of a professional, which is forming, is a complex dynamic formation, becomes the main component of professional activity, which organizes, controls, evaluates, and transforms the activity into itself. Ensuring its reliability is determined by many factors and, first of all, by the nature of professional activity, its requirements for the level of professional suitability of an individual for work and, therefore, for the complex of features, qualities, their originality and uniqueness. Such psychological characteristics as temperament, cognitive styles, personality anxiety characterize the tendency to display high or low reliability, and such stimulating qualities as responsibility, accuracy, professional orientation, will, form a certain style and organization of activity. Such qualities and cognitive processes as perception, memory, thinking, transformation of information, decision-making, psychomotor skills, emotional reactivity regulate and determine the nature of specific actions, their normative or false manifestations.

Under the influence of external and internal determinants, the reliability of police officers can increase or decrease, it depends on the current state of the personnel, their individual characteristics and level of preparation, duration of actions, level of their complexity. Therefore, the search for reliability criteria involves the study of not only existing, but also potential opportunities and internal reserves of the individual.

A special place in the psychological support of the professional activity of police officers is occupied by the issue of moral reliability, the

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<sup>14</sup> Сердюк С. І. Узагальнення окремих теоретичних аспектів та наукових підходів до визначення професійної надійності фахівців / С. І. Сердюк // Збірник наукових праць Національної академії Державної прикордонної служби України. Серія : Педагогічні науки. – 2017. – № 2. – С. 301-313.

formation of worldviews, effective prosocial humanist-oriented values that correspond to the ethics of their chosen professional activity.

The professional reliability of a police officer can be represented as a metasystem consisting of three subsystems: personal, activity and functional reliability. Subsystems of professional reliability are its relatively independent functional types. The structure of professional reliability of police officers includes such components as: value-semantic, motivational, cognitive, emotional-volitional and behavioral. These components determine the development and implementation of professional reliability in activities.

### **SUMMARY**

Increasing the professional and psychological training of police officers is gaining more and more relevance every day. Professional activity develops not only the necessary skills and abilities, not only affects the peculiarity of mental processes, but also forms the personality as a whole, its professional features, professional type and professional reliability.

The professional reliability of a police officer is a complex, integrative (that is, it covers various psychological spheres of a person: personal, motivational, cognitive, etc.) personal formation; is a psychological feature (character) of an individual; is related to the performance of activities and ensures the efficiency (timeliness, correctness, faultlessness) of its performance, is not a naturally given quality of a person, and therefore requires purposeful formation.

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