

# The Prospects of Improvement of Training for Law Enforcement Bodies in the Conditions of Innovative Development of Society

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## ABSTRACT

The article deals with the actual problems of training of law enforcement officers of Russia. Special attention is paid to the selection and training of personnel in the changed socio-economic realities associated with the development of digital technologies in the fourth industrial revolution. The factors causing the need for an accelerated transformation of the training system in this area are named: changes in the technology of work, and the emergence of new types of crimes that are happening today in the digital space or with the help of digital technologies.

## Keywords

Training management system, personal management, innovation, social development.

## 1. INTRODUCTION

The system of law enforcement agencies occupies important positions in the economic and social life of the state. Its main task is to respect the rule of law, ensure the security of the state and protect the population [1]. This is indicated by Russian President Vladimir Putin in his Address to the Federal Assembly of the Russian Federation in 2019 [4]. To strengthen the system of law and order in the country, to protect people from scams, to protect the personal and property interests of people in accordance with the Russian law – these are the requirements for law enforcement agencies: Ministry of the interior, the trace-governmental Committee, institutions of the Federal penitentiary service, Prosecutor's office, other state power structures. These tasks are significantly changing in their forms of implementation as a consequence of innovative modern development, branching and availability of new digital technologies, first of all. In the 21st century, the staff of state power structures is required to possess new competences at the backdrop of global computerization and digitalization. The introduction of digital technologies in all spheres of social life, at the same time, does not replace the psychological component in the training of law enforcement officers, but raises it to a more modern level, makes it even more meaningful, including the mastery of new communication technologies [11].

## 2. RESEARCH QUESTIONS

Let's consider some features of professional activity of law enforcement officers. It is on them that the state entrusts the function of ensuring the safe existence of society and isolating persons from society who bear real threats in pre-trial detention centers and colonies, the fight against recidivism. They are also responsible for exercising control over the activities of persons who have committed socially dangerous acts, who were convicted for this, but who were released on parole by decision of the courts. The activities of law enforcement officers have a number of inherent

psychological characteristics that distinguish them from other professional activities and qualify them as activities in special, specific conditions. They are primarily:

- diversity, diversity and content of their activities;
- everyday nervous and emotional stress caused by the forced intense and intensive pace of work, constantly changing environment;
- mobilization of attention, requiring its constant concentration, rapid and accurate response to various kinds of changes in the environment;
- the need for a comprehensive analysis of extensive and diverse information;
- ability to make operational management decisions;
- high personal responsibility of employees, expressed in the desire to best cope with the task, difficulties, to be on top of the requirements imposed on him by the nature of his service [3].

Activity of officials of power structures differs in psychological features, which are defined by its external conditions (environment, conditions of service, their influence on mentality), and also internal (the purposes, ways of their achievement), opportunities of management and self-government. The specific nature of the activity is also manifested in the fact that it is carried out under constant volitional control, the strength of which is largely determined by the duration of the employee's work, the complexity of relations with colleagues and various categories of persons convicted and serving sentences, the physiological state of the employee of institutions of the penal system (neuropsychiatric fatigue, stress, illness, general accumulated fatigue). The degree of emotional stress (from moderate to extreme) of law enforcement officers depends on the nature of their actions, professional experience and individual psychological characteristics of the law enforcement officer. It affects:

- the presence and psychological characteristics of individuals monitor the operation with great personal responsibility;
- the need for constant readiness for unexpected situations;
- impact of constantly changing objects of observation, external factors;
- sufficiently high level of conflict situations in the course of daily professional activities;
- the constant impact of criminal structures seeking to exert psychological pressure, blackmail, bribery of employees, to create opportunities for violation of existing legal norms;
- a confrontation that could occur between different groups.

Without knowledge of the psychological structure of professional activity, it is impossible to effectively master and further improve this activity in modern conditions. This is one of the main problems that has not been solved in the matter of personnel support of the criminal - executive

system of our country, both in former times and to the present. And in the conditions of modern social and technological development, it acquires a special complexity. Any professional activity can be considered in two aspects: the motivation aspect of its implementation and operational and technical. The first aspect reveals the reasons for the general orientation and dynamics of professional activity as a whole (needs, motives and incentives, goals and tasks arising from them), the second – specific ways and means of its implementation (actions and operations performed by a person). A scientific approach to the professional activities of employees, basically on the conceptual provisions of the domestic psychological school, which allows meaningfully analyze its structure, to identify the key links in the management activities of any manager of agencies and offices of security agencies and to form them on the basis of progressive management technologies. On the basis of the theory of systematic step-by-step formation of mental actions and concepts developed in the national psychology, the formation of such fundamental actions in the activities of the employee as decision-making, visual diagnosis of mental states in managerial communication, in communication with controlled persons, becomes real. The selection and evaluation of personnel serving in institutions and units of law-order bodies is a rational process, which, first of all, requires a thorough analysis of the content of law-enforcement activities and related factors of specific circumstances. On the basis of the analysis, a criteria base is created that allows to make a professional profile of each position and in accordance with it to solve the issues of placement of vacant positions in institutions and territorial bodies of the law enforcement system. Unfortunately, this scientifically based practice has not yet become a regular norm in the implementation of personnel decisions. It is necessary to achieve a situation where the analysis of the content of law enforcement activities begins to be carried out on a scientific basis, and then the results of scientific analysis become the basis for the preparation of appropriate methods of work. They, in turn, form the basis for the professionograms, job descriptions, identify professionally important for this type of activity quality, which is the basis of the qualification requirements for each official of the law enforcement Agency. In order for the processes of personnel management in the system of law enforcement agencies to meet modern scientific views in the field of management and the requirements of the time, it is necessary to use a competent approach. Competence approach involves a deep analysis of the best employees and the formation of competencies in the form of effective behavioral patterns. In practice, this means including in the list of requirements for law enforcement officers such characteristics as personal values, self-concept, motivation, psychophysical qualities, as well as changes in the requirements for knowledge and skills, taking into account the changes. The competence approach provides broad technological opportunities. Due to the introduction into the system of assessment of the level of development of competencies of behavioral indicators, it is possible to increase the validity of the methods used for the selection of law enforcement personnel and the quality of personnel management in general [9]. In fact, the competent approach is a modern interpretation of the implementation of the activity-personal theory (L. S. Vygotsky and A. N. Leonteva, as the basis of Russian behavioral science), as a theory that understands the psyche as a form of life of the subject, providing a solution to certain problems in the process of its interaction with the world [5]. In the context of this theory, the psyche is not just a picture of the world, a system of images, but also a system of actions [6]. It is in actions (in the competence approach of behavioral models)

that the essence and features of personality are manifested. The change of approach will allow to carry out selection and assessment of personnel on the basis of objective criteria, to avoid subjectivity and cadre mistakes in the implementation of the public service, one of the most important in the system of law enforcement agencies of the Russian Federation. Today the general requirements, which are put forward at selection of shots in law enforcement agencies are : requirements to level of education, length of service in law-enforcement bodies or experience (experience) of work in the specialty, professional knowledge and skills, the state of health of employees of law - enforcement bodies necessary for performance of duties on the substituted position (further also - official duties), there are also requirements for official behavior [2]. However, despite all efforts, the situation with law enforcement personnel continues to be difficult. Scandals related to corruption and other types of official crimes related to their activities do not fade. Organizational and administrative changes do not lead to the expected changes. This confirms the need to change approaches in the field of recruitment, training and development. Let us consider in more detail the requirements for law enforcement officers from the point of view of the competence approach. One of the principles of the competence approach is the principle of taking into account changes in the environment. Fundamental changes in the modern world are primarily associated with the digital economy in the framework of the development of the concept of industry 4.0 and the active inclusion of Russia in the fourth industrial revolution. Digitalization of the economy leads to significant changes in the socio-economic, political and cultural environment. Changes also concern the area of professional requirements for employees. As far as law enforcement agencies are concerned, these changes affect the technology of law enforcement officers [10]. Today, work with digital devices and programs becomes an integral part of the activities of employees, therefore their competence should include technological knowledge and skills, the use of information technology communications tools, equipment and software for searching, evaluating and exchanging information in digital format, data processing and analysis and digital content (including programming starting from a certain official level) [11]. Changing the conditions in which to act law enforcement officers. The popularity of personal electronic devices opens up expanding opportunities for cybercriminals and cybercrimes. Many crimes, fraud, and abuse take place in the digital space or digital technologies. This requires from law enforcement officers perspective non-standard thinking based on a broad outlook in the field of cyberphysical systems, understanding the possibilities of digital tools. The points of view of the majority of experts of the change relate primarily to the requirements for cognitive competencies, such as the ability to self-study and self-development, the ability to solve non-standard tasks, skills of working with big data, innovation and adaptability, i.e. rapid adaptation to emerging changes. No less profound changes will occur in the field of requirements for socio-psychological competencies [7, 8]. Digital technologies lead to globalization, and the development of intercultural capacities will be required (i.e., the ability to interact, awareness of cultural diversity characteristic of the contemporary social environment), i.e. the ability to interact with people from different ethnic, cultural, social and educational groups, understanding of psychology and characteristics, as well as such communication skills as negotiation skills, conflict management, behaviour and stress management [5].

### 3. CONCLUSION

Thus, the management of law enforcement personnel in modern conditions should undergo significant changes, focusing both on the traditional system of scientific knowledge, and on the use of modern approaches and practical mastery of modern digital technologies [12].

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