

I Selection Of Staff In The Internal Affairs Bodies Stages And Requirements Applied To It Distitutive Characteristics

Isaev Laziz Rakhimjanovich

Training Institute of the Ministry of Internal Affairs
Head of the Training Department - Lieutenant Colonel

Abstract: Recruitment of employees to internal affairs agencies is important in ensuring law and order and public safety. The effectiveness of internal affairs agencies directly depends on the professional skills, personal qualities and moral stability of employees. The article examines the main aspects of recruitment of personnel to internal affairs agencies, including legislative requirements, selection stages, methods of candidate assessment, as well as difficulties that arise in the recruitment process. Particular attention is paid to psychological tests that check the level of physical fitness and develop the motivation of candidates.

Key words: personnel selection, internal affairs agencies, professional selection, hiring, psychological test, work motivation, personnel policy.

The internal affairs bodies perform an important task of maintaining law and order, protecting the rights and freedoms of citizens. Successful implementation of these tasks is impossible without a professional approach to the selection of personnel, since employees of the internal affairs bodies face many problems that require a high level of training and moral stability.

The main stages of personnel selection in the internal affairs bodies,

The selection of internal affairs employees is regulated by a number of regulatory documents, such as the law "On service in the internal affairs bodies of the Republic of Uzbekistan", regulations and rules of internal regulations. Candidates must meet a number of mandatory criteria: age, level of education, physical fitness, health, no criminal record, etc.

The process of recruiting personnel for the internal affairs bodies includes several successive stages, each of which is aimed at assessing the professional, physical and psychological readiness of candidates to perform official duties.

Below are the main stages of the selection process, which are described in detail.

1. Initial selection

- At this stage, a preliminary check of candidates' compliance with the basic requirements is carried out:
- Age restrictions. As a rule, candidates must be between 18 and 35 years old (in some cases, the age limit may be higher).
- Education. The minimum level is secondary education, for certain positions, higher legal or specialized education is required.
- Citizenship. Only citizens of the Russian Federation can apply for the service.
- Health status. Candidates must provide medical certificates confirming the absence of contraindications to the service.
- This stage includes a questionnaire, collection of documents, an initial interview and verification of data. Particular attention is paid to the presence of criminal cases, administrative offenses, and the reliability of close relatives is also checked.

2. Physical fitness test. Physical fitness is an important criterion, since service in the Internal Affairs Ministry is associated with high physical exertion and extreme situations.

3. Standards. Candidates must meet certain standards, including sprinting, long-distance running, pulling, pushing and other tests that assess strength, endurance and reaction speed.

4. Evaluation criteria. Results are assessed depending on the age and gender of the candidates.

5. Additional tests. For some units, such as special forces or patrol services, additional tests may be included, such as shooting or overcoming obstacles.

6. *Psychological testing.* Psychological readiness for service is a mandatory criterion for candidates. The candidate's ability to remain calm and make informed decisions in stressful situations will be assessed.

7. *Moral qualities.* The tests help determine the level of aggression, propensity for conflict, empathy and sense of responsibility.

Team integration. Psychological tests also assess the candidate's readiness to work in a team.

8. *Testing methods.* Standard questionnaires (for example, MMPI or Leonard's method) and special tests developed for law enforcement agencies are used.

9. *Background check.* This stage includes a thorough study of the candidate and his environment: Information about candidates. Information about the place of work, education, military service and other aspects of the biography will be analyzed.

10. *Family ties.* Relatives are checked for criminal records or connections to criminal organizations.

11. *Financial stability.* The candidate's financial situation is analyzed in order to exclude the risk of corruption. This stage is carried out with the participation of operational units that carry out a covert check of the candidate's reliability.

12. *Interview.* At this stage, a committee consisting of representatives of the HR department, department heads and psychologists evaluates:

13. *Motivation.* Why does the candidate want to serve in the Internal Affairs Department, is he ready for professional risks and challenges?

14. *Erudition.* Knowledge of legislation and understanding of the main tasks of the internal affairs bodies will be tested.

15. *Communication skills.* The interview helps to evaluate how clearly and competently the candidate can express his thoughts.

16. *Conversation.* May include discussion of hypothetical situations to assess the candidate's professional intuition.

17. *Final stage:* medical commission and training.

18. *Medical examination.* A full medical examination is carried out, including an examination by specialized specialists (neurologist, therapist, psychiatrist, etc.).

19. *Physical fitness test.* Exceeding the standards for strength, endurance and speed.

20. *Referral for training.* Candidates who successfully complete all stages are sent to educational institutions or specialized courses of the Ministry of Internal Affairs for preliminary training. After completing the training course, additional certification is carried out, based on its results, a final decision on enrollment is made. These stages ensure the selection of competent, motivated and morally stable personnel capable of performing their duties in difficult, and often extreme conditions.

Difficulties in recruiting personnel in the departments of internal affairs

-Difficulties in recruiting personnel in the internal affairs agencies.

- Recruitment to the internal affairs agencies is a complex and multi-stage process associated with a number of problems. These difficulties are associated with high requirements for candidates, the specifics of professional activity and general socio-economic conditions.

Limited talent pool

- High demands. Service in the Internal Affairs Department requires strict criteria: for most positions, a higher education, no criminal record, excellent physical and psychological health. All this significantly narrows the circle of potential candidates.

- Low interest in service. Young people often choose safer and better-paid professions, which leads to a shortage of qualified candidates.

- Staff turnover. In a number of areas, difficult working conditions, high stress levels and relatively low wages force employees to leave the system.

High professional requirements. Physical and psychological training. Not all candidates can cope with the heavy workload required to successfully perform their duties.

Mental and moral qualities. An employee of the internal affairs bodies must have a high level of responsibility, stress resistance and a tendency to self-control, which is not always the case with applicants.

Corruption is a problem. The service requires employees with high personal integrity, but it is not always effective to determine such qualities at the selection stage.

Socioeconomic factors

- Salary level. In many areas, salaries of employees of the internal affairs bodies are lower than in the private sector, which makes this service less attractive.
- Risks and workload. Work in the internal affairs bodies is associated with a high level of professional risks (including life-threatening), fatigue and emotional stress, which also scares off many candidates.
- Description of the profession. In some cases, the negative attitude of society towards employees of the internal affairs bodies reduces the prestige of the profession and interest in young specialists.

Problems with organizing competitions.

- Lack of innovation. In some departments, the selection methods are outdated: insufficiently effective psychological tests and outdated physical fitness standards are used.
- Limited resources. There are not always enough resources for the high-quality selection of candidates and the organization of modern testing and training.
- Influence of the subjective factor. Sometimes decisions on admission are made based on the personal preferences of the commission members, which can reduce the objectivity of the selection process.

Difficulties in adapting new employees.

- Lack of experience. Young employees who have just started working in the police department may not have sufficient professional skills, which increases the workload of their mentors.
- Psychological pressure. New employees face high expectations and stressful situations, which often leads to burnout.
- Social integration. Conflicts can arise in the team due to different levels of training and motivation of employees.

Regional characteristics

- Lack of personnel in remote areas. In sparsely populated or remote areas, there is often a shortage of volunteers.

Different levels of training. Candidates in large cities are often more qualified and motivated than candidates in rural areas.

Ways to solve problems

1. Improve the motivation system. Increasing wages and benefits, including housing, help attract qualified candidates.
2. Modernize selection methods. The use of modern tests and technologies (for example, VR simulations) allows for a more accurate assessment of the abilities and readiness of candidates.
3. Attract young specialists. Conduct career guidance among students, conclude agreements with higher education institutions and create the opportunity to train target personnel.
4. Improve the public image of the Internal Affairs Directorate. Conducting information campaigns demonstrating the importance and prestige of the service will help change public opinion and attract more candidates.
5. Improve the orientation program. The introduction of coaching, psychological support and training for new employees will reduce stress and strengthen their professional role.

Given the importance of personnel for the effective functioning of internal affairs agencies, it is necessary to solve these problems comprehensively. This will improve the quality of selection, reduce staff turnover and increase the overall efficiency of law enforcement agencies.

- lack of qualified candidates. High requirements for applicants limit the number of suitable candidates.
- Psychological pressure. Working in an internal affairs agency requires stress resistance, which makes it difficult for new employees to adapt.
- Lack of motivation. Relatively low wages and high professional risks can reduce the attractiveness of the service.

Summary

Recruitment of personnel for internal affairs agencies is a multifaceted process that requires a comprehensive approach and strict compliance with regulatory requirements. To improve the efficiency of personnel selection, it is necessary to introduce new assessment technologies, improve the personnel training system, and create conditions for increasing the attractiveness of the service.

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