

THE STATE OF STUDY OF THE PROBLEM OF PROFESSIONAL SELECTION OF CANDIDATES FOR SPECIAL PURPOSE UNITS IN FOREIGN PSYCHOLOGY

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Abstract: *The article is devoted to the modern requirements of professional and psychological selection of candidates for Special Forces units, various selection factors using differentiated psychological criteria based on reliable indicators of psychodiagnostic tests and expert assessment of the main groups of professionally important qualities that characterize motivational, volitional, cognitive, normative and typological components.*

Keywords: *psychology, diagnostics, criteria, psychological readiness, army, personality, qualities, methods, formation*

I. Introduction

In connection with the process of globalization in a number of countries of the world, urgent problems of the consequences of negative changes in all spheres of activity, the development of very dangerous situations and events in the criminal and military spheres, required the use of non-standard "asymmetric" emergency and other measures to resolve them. This led to the emergence of new categories of specialists, the creation of structures and special-purpose units.

The practice of effective use of special forces in the Armed Forces has a very rich history. However, in recent years, more and more often, the need for the use of special forces arises in other departments performing their service and combat activities directly within the state. The reasons and necessity for the creation of such units and subdivisions as part of law enforcement agencies to perform tasks on the territory of their own state, as a rule, in extreme conditions, often endangering not only the health, but also the lives of military personnel and employees, are quite obvious.

The service and combat activities of servicemen of this kind of special units are associated with the performance of tasks both in normal conditions and in emergency events of a criminogenic nature, especially in a state of emergency and emergency situations

II. METHOD

The article uses chronological and systematic periodic data, comparative and quantitative methods. More than ten scientific papers on this topic are used to explain "The state of knowledge of the problem of professional selection of candidates for special purpose units in foreign psychology." In addition, the researcher also used various materials to collect data related to the study.

III. DISCUSSION

In modern conditions, a characteristic feature of the activities of such units is that their participation in ensuring public safety and law and order is carried out in order to prevent and eliminate violations of public order and related other illegal actions not only by persons with a criminal orientation, but also during ordinary »Events. The involvement of the personnel of these units to ensure the order of carrying out "mass" events can cause additional psychological stress if it is necessary to interact with the law-abiding population and the risks of countering it in the event of mass riots.

A distinctive feature of such service in special-purpose units is the increased level of requirements for daily and extreme service-combat activities for the physical, mental and socio-psychological qualities of the body and personality of the candidate at the initial stage of professional selection.

In order to improve the process and system of professional selection of candidates for special purpose units, based on the law enforcement functions assigned to this branch of the Armed Forces, it is advisable to consider the system of professional selection of candidates both for military special units and for law enforcement agencies of leading foreign countries.

Based on the systemic vision of the service and combat activities of the power structures of the Armed Forces, specialists in the field of military psychology do not consider individual servicemen, military collectives or activities, but rely on a holistic study of the "serviceman-environment-activity system".

According to the experience of researching specialists in this field, it becomes obvious that the effectiveness of service and combat activities can be achieved only when the mutual correspondence of the requirements of activities, psychological and personal qualities of servicemen and socio-psychological parameters of the military collective is ensured to the maximum extent.

Professional selection (PO) is a specialized procedure for studying and probabilistic assessment of people's suitability for mastering a specialty, achieving the required level of skill and successfully performing professional duties in typical and specifically difficult conditions. Four components are defined in professional selection: medical, physiological, pedagogical and psychological [1;4].

Thus, in its essence and criteria, the assessment of the effectiveness of professional selection is a socio-economic event, and in terms of methods, it is biomedical and psychological and pedagogical. [2;5].

The essence of the psychological component of software, as well as its theoretical basis, is the diagnosis and prediction of abilities. For this reason, in particular, the concepts of "professional selection" and "psychological selection" are often identified.

It is advisable to consider professional selection as a process and as a system.

The main stages of the psychological selection process are:

- extraction and primary processing of the necessary initial diagnostic information;
- the formulation of forecasts of the possibilities of this professional activity and the assessment of the expected level of suitability of the surveyed;

- verification of forecasts based on the data of the actual effective activities of the selected persons. The system of psychological selection should include:
 - a substantiated and experimentally tested set of social diagnostic techniques, the necessary technical means and a standardized examination procedure;
 - methods of generalization, interpretation of the initial diagnostic information and making predictions;
 - indicators of professional efficiency and criteria for assessing the success of activities;
 - logical and mathematical devices for forecast verification [3].

In recent years, a staggered selection process has been practiced in the United States law enforcement agencies responsible for countering terrorism and protecting public order.

When passing the first stage, illiterate candidates are eliminated. Next, a physical fitness test is carried out, focused on professional activity.

The test reproduces actual situations in which the physical fitness of the candidate is tested to perform future work. For example, pulling a human body dummy on yourself, overcoming obstacles that may arise during the pursuit of a criminal.

The next step is a psychological test, which consists of a number of components. First, cognitive abilities are diagnosed, in particular the level of logical thinking, features of memory, verbal and non-verbal intelligence. Determination of the ability to draw logical conclusions and work in conditions of intellectual overload.

When various professional and diagnostic problems arise at the first stage of decision-making, first of all, a “negative” selection of candidates is carried out, that is, the identification of those who are absolutely unsuitable for this work. For this, general dispositive methods are used (for example, a global assessment of intelligence).

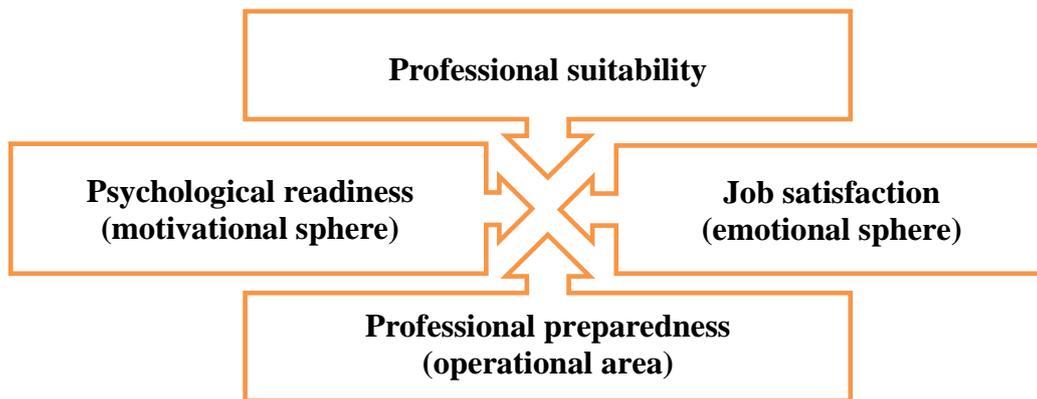
For example, the final selection of personnel in specific US police units is carried out taking into account all the specified stages of professional selection. It is interesting that all candidates for work in the police at the final stage of the selection are invited to undergo a polygraph test (lie detector), during which questions are asked about the motives for joining the service, the person's attitude to drugs, alcohol, possible crimes and offenses committed in the past. etc.

According to available data, 25-30% of candidates for police work do not pass the polygraph exam [4;23].

Professional selection of candidates is also organized in stages. To the power ministries and departments of the Russian Federation.

Russian military psychologists A.G. Karayani, Yu.G. Sulimov, it is emphasized that in the Russian military profession, a clear idea has developed that the problem of the correspondence between the individual and the profession can be adequately solved only if the whole complex of requirements is taken into account: the requirements of the individual for activity and, conversely, the requirements of professional activity for the individual. The implementation of this approach in practice is an important condition and prerequisite for improving the entire system of professional training of highly qualified military specialists. [5;83].

In the scientific, practice-oriented literature, in the departmental documents of the Russian Federation on the issues of professional psychological selection, several terms are used to describe the various aspects of the mutual correspondence of personality and activity:



Scheme.1.1. The structure of professional competence

V. A. Krutetsky believes that psychological readiness for activity is determined by the presence of appropriate abilities and General psychological conditions necessary for the successful implementation of activities:

- positive attitude to the activity, interest in it;
- the presence of strong-willed qualities - hard work, organization, perseverance;
- feelings of satisfaction from hard work, the presence of other favorable conditions for the performance of work-interest, concentration, good health; knowledge, skills and skills in the relevant field;
- certain individual psychological features in the sensory and mental spheres that meet the requirements of this activity [6;5].

Based on the formulation of the concept of psychological readiness, it is necessary to define it as (motivational sphere of activity).

Professional readiness is traditionally considered as a set of special knowledge, skills, and skills that determine a person's ability to perform a certain professional activity with a certain quality.

Job satisfaction is an emotional and evaluative attitude of a person to the work performed and its conditions (emotional sphere of activity). The totality of the listed qualities and conditions of the serviceman characterize his professional fitness [7;34].

Most often, "professional fitness" means "the degree of compliance of the properties of a particular person with the requirements of the profession, a particular job position". At the same time, it is emphasized that a high degree of fitness is manifested in the high productivity and quality of the labor functions performed by the employee.

The success of circle duties, suitability of a worker may depend on a number of its qualities (ability for professional development, good learning in this professional field, communication, employee loyalty to the organization, discipline, honesty, stability to adverse factors, etc.) and assume a positive attitude of the employee to the profession, to perform the duties, professional environment [8:260].

Question professional fitness, according to a well-known psychologist N. D. Levitova, it becomes relevant: in the selection and selection of personnel (determining the suitability of a candidate for this job); when choosing a profession (determining which profession a person is most suitable for); when training a profession (forming the suitability of a person for this or that job) [9;29].

In particular, N. D. Levitov identifies factors of professional fitness, that is, certain personality characteristics necessary for performing professional activities: ability or

predisposition to a particular job. These abilities can be purely physical or mental (memory, reaction, attention, General giftedness, etc.).

The qualities defined by these abilities are called professionally important (significant) qualities; the knowledge, skills and abilities necessary to perform this work, i.e. the necessary professional readiness; the inclination and desire to work, i.e. a certain strong-willed attitude to work.

Motivation, which determines the desire to work, is also of great importance here. In this case, the motives may be of an internal nature (wages, competition, etc.). In order to assess the subjective components of professional fitness, we use a special "FIT" matrix. The task of this matrix is not to divide the best or worst people, but to create conditions for the choice of the military personnel, namely the type of professional activity in which their individual psychological and personal qualities can be realized optimally both for themselves as a specialist and for the military unit as a whole. However, it is necessary to take into account the principle of "presumption" of the suitability of a specialist: a candidate is considered fit for work until proven otherwise. A decision on the unsuitability of a candidate made at any stage usually terminates the further procedure of its examination, that is, each stage of professional selection is independent of the decision on professional suitability. Level of professional aptitude once assessed for a certain candidate, it is not a ground that testifies about the permanent and unshakeable certificate of the eternal compliance of the candidate with a profession. It should be noted that individual psychological personal qualities of the candidate, the content of professional activity and the criteria for its effectiveness are developing phenomena. In modern conditions, inappropriate qualities of a serviceman may be developed or, on the contrary, lost, in accordance with how they may change in relation to it has requirements from the military specialty. Evaluation scales that reflect the candidate's fitness may be adjusted. The aptitude of the candidate's personality and the requirements of the specialty of the chosen profession can influence each other. The formed professional aptitude is also reflected in the external appearance, psychomotor skills, speech and thinking stereotypes, attitudes and value orientations of the candidate's personality. For a number of reasons listed above, the final conclusion it is very difficult to determine the professional suitability of the candidate's personality for the chosen specialty. In this context, it is most appropriate to consider predicting professional fitness.

Thus, it is advisable to consider the professional suitability not as a simple mapping of some properties of the organism to specific demands of the profession, and the result of a certain process, in which psychological qualities of a person, when faced with obstacles imposed by the profession, undergoing a number of changes, one way or another forming the professional type; if the aptitude is viewed as a dynamic category, it is close to the concept of provisoirement [4].

Unfortunately, the possibilities of professional aptitude formation are not always unlimited. Different people have different ways of forming professional aptitude, depending on their compensation capabilities, on the plasticity of their abilities. For this reason, we can only consider the question of professional aptitude of a specific candidate for a specific specialty at a specific time in an adequately objective parameter. As practice shows, not everyone can master some professions, even with a high level of training and motivation. Professional aptitude for such professions can be formed only if certain natural data that are professionally important are available.

Thus, the model of personnel decision - making, based on the results of personnel decisions proposed by specialists in the field of labor psychology, can be considered a very suitable selection procedure for recruitment of candidates for contract service.

It should be noted that when selecting military personnel for contract service, it is advisable to fully use solid experience in the field of personnel management psychology

[11;45]. The policy of openness at the turn of the XX-XXI centuries in China led to significant changes in the psychological characteristics of a candidate for law enforcement agencies. To the fore came to the fore problems of motivation, responsibility, loyalty, games, drugs and other addictions, communication problems, etc.

Serious changes were taking place in the technologies and techniques of modern warfare. At the same time, the US Armed forces were reviewing the paradigm of psychological selection of personnel. It consisted in a significant increase in attention to non-cognitive criteria for evaluating military personnel. All this prompted the Chinese military and political leadership to revolutionize the system of professional psychological selection.

A large-scale project was planned and implemented to create a modern system of professional psychological selection of military personnel for military service. The state has allocated substantial grants, involved the Institute of psychology and other departments of the Chinese Academy of Sciences, hundreds of recruitment agencies, psychologists and medical specialists of the people's liberation army of China (hereinafter-the PLA) in the project. The research was conducted on a large-scale sample (it ranged from 15 to 18 million people) in the PLA, the people's armed militia, and the people's arms departments (similar to our own, the Department of defense) at the provincial and County levels.

The content, standards and methods of psychological selection were revised, updated, optimized and passed the state assessment.

Specialists of the PLA Military medical Academy have developed and tested a method of psychophysical computer diagnostics.

This technique allows us to effectively identify psychosomatic and other disorders in personal behavior, communication problems, gaming, drug and other addictions, as well as various chronic diseases. It quite clearly defines the professional suitability and career orientation of the candidate, including the degree of his mental development and the state of a number of important functions (perception, attention, memory, the ability to operate with spatial representations, logical thinking). The program independently determines specific elements (tests or tasks) and the order of presentation of diagnostic material to the subject, analyzes the nature of his answers, limits the presentation of questions that received average answers, and details the analysis of the most pronounced responses. This makes it possible to study more deeply the most important and pronounced psychological qualities of PLA soldiers. [13;10].

Chinese psychologists are actively working to develop their own methods of psychological assessment and to adapt American diagnostic methods to the tasks of psychological selection in the army. So, in 2006, Chinese experts studied the methodological means of psychological selection of cadets of the Military Academy [14;21].

In 2016, we conducted a psychometric assessment of the Connor-Davidson elasticity scale in the interests of its use in the selection system of Chinese military personnel [15;41].

Of the countries of the NATO military bloc, the most prepared formations of the special operations forces of the MTR are the United States, great Britain and Germany. So, it would be logical to consider the process of recruiting special forces in these countries.

Selection to the US MTR is made exclusively on a voluntary basis and only from American citizens. At the same time, volunteers can be exclusively male persons who have a military rank not lower than a Sergeant of the 1st class, do not have restrictions for extending the service period and do not have a criminal record during the last contract. A future cadet, before writing a report on the desire to serve in the MTR forces, must pass a course of parachute training. In addition, the following requirements are imposed on volunteers: at least 2 years of service in the armed forces, have a full twelve-year course of secondary school education, a high IQ (at least 110 points or 100 points if the candidate is fluent in a foreign language), get access to work with secret documents. In addition, future candidates undergo

an initial physical training check - they must swim 50 meters in their uniforms and shoes, do 52 push-UPS in 2 minutes, and 62

Today, the British army has three special forces regiments (the 21st, 22nd and 23rd). the 22nd regiment is fully manned, while the 21st and 23rd are cadreed and part of the territorial army. Recruitment to the SAS is also carried out on a voluntary basis from members of all types and branches of the armed forces of the country, including female soldiers. In addition, there is a practice of recruiting groups of military personnel of the Kingdom of Nepal. Volunteers who have decided to serve in the SSO units must have a fairly serious motive for serving in the SAS and the corresponding moral and psychological endurance, their health condition must meet the increased medical requirements, in addition, they must be in good physical shape, be able to study the disciplines of combat training, initiative and self-confidence, as well as have the skills of being in long-term isolation and working in a small team. The age restrictions are

The British SAS uses the most impressive selection tests that exist in the world to test its candidates. They were specially designed in such a way as to test the candidate's physical and moral fitness as much as possible, to bring the recruit to the point of complete exhaustion, since this is the only way to determine whether any candidate is suitable for service in the SAS. The selection process is designed so that those who are not suitable are eliminated as soon as possible.

The pre-selection course lasts for 4 weeks and consists of several marches, during which candidates for special forces must show their good physical endurance, ability to accurately navigate the terrain, ingenuity and perseverance in achieving the goal.

Before the exams begin, candidates are given a week to gather their strength and prepare for the tests. Therefore, during the 1st week, military personnel pay increased attention to training crosses, increasing their distance every day. Then all candidates pass a medical Commission and pass a physical fitness test: a normal combined arms test, which includes a group March with a full spread over a distance of 2.5 km (the time spent is no more than 13 minutes) and a single cross over the same distance (no more than 11.5 minutes).

Those who do not pass the medical examination or do not meet the standard, will not be allowed to further tests. Then, after receiving weapons, uniforms and equipment, candidates are sent to the training base of the training center in the mountains of South Wales, where they pass the entire selection course.

The first three weeks are called adaptation, and the fourth — control, while for candidates from among the officers, the control is the third week, and during the fourth ("officer week"), their abilities as leaders are tested. In total, about 200 people apply for each selection course, and 140-150 military personnel are selected. The dropout rate at all stages reaches 90%, i.e. 12-15 people, including officers, are selected and sent for basic training every year. As a positive aspect of the selection course for the English SAS, it should be noted its simplicity, it does not require significant financial expenses and the use of a large number of personnel. Physical activity allows you to select the most worthy for further service in the SAS. Candidates who successfully complete the selection course are sent to the training center for basic training, where they will face even more difficult tasks.

The techniques and tools that SAS uses in these trials are mostly classified, but it is well known that this process is physically and mentally exhausting. However, it makes it possible to identify the internal weaknesses of the candidate. Of course, no physical torture is used here, but at the same time tricks bordering on real mental torture are used in excess. Experienced investigators and instructors do everything to bring the recruit out of a state of psychological balance and break it, without even touching it with a finger. Not infrequently they use such methods: place the "prisoner" near the source of white noise, which, due to the sufficient strength of the sound, can destroy the metal, handcuff him to the rails of the railway

track used, pour gasoline on the cadet, leaving an open hearth, etc. Those who have passed the tests, pass tests on the passed disciplines.

At the end of the basic training course, servicemen are assigned to one of the platoons of the SAS company. Regardless of previous rank, all recruits to SAS receive the rank of private, although they receive monetary support at the level of their previous salary. Despite the fact that they are enrolled in the CAS, the entire 1st year is considered a probationary period for candidates, during which they can be fired or leave at will at any time. During a 12-month probationary period, they undergo additional, in-depth training in their specialty in the group and in platoon specialization (parachute, landing, mobile, mountain). The selection of military personnel in the MTR of the German land forces-Kommando Spezialkräfte (KSK) is carried out from among the personnel of the Bundeswehr. The age of the candidate must not exceed 27 years for officers and for non-commissioned officers-32 years. The age limit of service in the KSK is 38 years old. The selection stage and basic training course for KSK candidates lasts three months and is based on the methods of the British SAS and the American Delta group.

After completing the three-month basic course, soldiers are sent to KSK special forces units for a three-year special training course. There is no such long-term training program in any special forces in the world. It includes reconnaissance and sabotage, shooting, paratrooper and medical training, communications training, as well as training in mountain and winter conditions at the training center. During the three-year period of training, the cadet mainly gets the opportunity to thoroughly study several military specialties. CSR personnel undergo training and exchange experience in the anti-terrorist group of the German border guard-Grenzschutzgruppe-9, as well as in NATO training centers for training commandos and special operations units of other countries. Only after successful completion of a three-year course of special training, the personnel of the German special forces are given the status "ready for battle".

As part of the French national gendarmerie, GIGN has military status, but will perform police duties. This means that GIGN tasks are broader than those of SAS, for example. Gendarmerie operatives have solid legal training and are trained to negotiate.

Among the tasks are the arrest of armed criminals, in particular when taking hostages, the fight against terrorism and hijacking aircraft, and the elimination of riots in prisons. This unit is assigned to perform tasks outside of France (for example, the release of hostages abroad) [16:13]. The complexity of tasks solved by GIGN affects the organization of management and interaction of its units and soldiers. Thus, the commander in the course of an operation avoids operational directives and gives complete freedom in the performance of tasks to his two deputies and group commanders. Every soldier that is part of the sub-groups order of battle, clearly knows its responsibilities; the younger recruits experienced officers use based on their experience. Among the features of the work of GIGN fighters during operations is the use of gestures for communication and a complete refusal of verbal communication during this period. Special attention is paid to reviewing the operation and exchanging impressions after completing the task. During this process, everyone analyzes their thoughts and. GIGN is divided into teams that include an administrative group, four task forces of twenty operatives, an operational support unit that includes negotiators, scouts, signallers, snipers, dog handlers, and special vehicles for transporting detainees. A special equipment group equips the unit with high-tech equipment[4]. All members receive training that includes shooting, including from the air and military equipment. Members of GIGN are rightly considered one of the best shooters in the world. It is for this reason that many similar units have experience exchange programs with the GIGN. The mental capacity and self-control developed by employees complement physical strength.

It usually takes three years to turn a green recruit into a fully trained GIGN gendarme. Any gendarme under the age of 32 who wishes to serve in a GIGN unit must have served for at least five years in other units of the national gendarmerie corps. Preference is given to people from the paratrooper squadron and prison riot control units. GIGN Has officers who are responsible for selecting candidates while they are still serving in other divisions of the corps. A dossier is collected for the candidate, his personal file is studied, and interviews are conducted with the commanders of the soldier under study. Only after that, they are offered to pass the selection to the group. In the unit, it is welcome when the soldiers themselves invite their comrades to serve.

However, everything begins only after the permission is received from the commander of the gendarmes corps and the annual spring check is passed.

Conclusion

Thus, the socio-psychological conditions influence initiation for cohesion are: modeling of the prototype of professional activities in the testing process, providing the individual opportunities for self-realization and professional self-presentation, development, and change ideas about themselves and the professional environment; dive initiated in a situation with prosterous impact, contributing to the realization of professional and group identity and certainty; the group interaction, having developed professional-group identity, with the person being initiated, ensuring that cognitive and transformative activities in the content of initiation; the introduction of elements of ritualization of professional conduct of personnel, are making the recognition by others of the content of a professional presentation and personality. In the structure of service and professional tasks that are performed by various divisions of many States, a special role belongs to special units - special forces And special rapid response units. The professional activity of the personnel of these units is characterized by the impact of a significant number of stressful psychotraumatic factors, often occurring in extreme conditions. The staff of these units are involved in liquidation of consequences of emergency situations, providing law and order, personal and property security of citizens. Service in these divisions requires a lot of effort and dedication from the personnel, is associated with the need to resist crime, which has a high level of aggression and a variety of forms of its manifestation. The specifics of carrying out daily service by employees of special divisions is the need to perform official and professional duties in conditions of extremely high neuropsychological and physical loads

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