

Professional personality strain markers in the staff of the criminal executive system of different departments

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Abstract. The article analyzes the markers of professional personal deformation and describes the features of their manifestation in the staff of the penitentiary system with different content of professional tasks (department staff and employees who work directly with suspects, accused, convicted). It was attended by 70 employees (men) aged 22 to 49 years old. The study used the following psychodiagnostic methods: questionnaire "Professional (emotional) burnout (MBI)" adaptation N.E. Vodopianova; W. Cook's hostility scale - D. Medley; personal questionnaire G. Shmisheka; Methods of multilateral personality research in the modification of Berezin FB; Individually typological questionnaire (L. Sobchik), and also questioning. Frequency analysis of the answers of respondents obtained through the use of the author's questionnaire showed that the majority of employees use obscene expressions when communicating at work and can communicate roughly. Some employees consider it acceptable for them to use physical force and swear words in relation to the special contingent, to violate legal norms for the sake of their personal goals. Comparative analysis of the severity of professional personal deformation markers among the staff of the penitentiary system performing various professional tasks showed that the security department tends to reduce achievements (negative evaluation of its activities, its success, decrease in work motivation) more than the regime department. They are also less sensitive, sentimental, more suspicious, prone to cautious thinking about their own and other people's actions than the staff of the regime department. The department of the regime has less emotional coloring of behavior, their social contacts may differ in formality.

Key words - *professional deformations; criminally-executive system; security department; personality markers.*

I. INTRODUCTION

Currently, the law enforcement system in our country is being intensively improved. The working conditions of employees of the Federal Penitentiary Service (FSIN) have become much more complicated, and the demands placed on them have increased. It's related:

- with the instability of the economic situation;
- with a sharp deterioration in the situation regarding the terrorist threat;
- with an increase in the number of convicts with mental disabilities, pointed criminogenic characteristics;
- with a change in the criteria for evaluating the activities of employees during the period of reforming the penitentiary system in accordance with the Concept for the Development

of the Penitentiary System of the Russian Federation until 2020 [1].

The professional activities of employees of the penitentiary system are characterized by high stressogenicity. Service in the penitentiary system often occurs in situations with an unpredictable outcome, characterized by mental and physical overloads, requiring the employee to make decisions related to risk [2; 3].

Such specificity of professional activity has a disorganizing effect on its representatives. As a consequence, there are various manifestations of mental maladjustment, manifested in a decrease in the range of social contacts, in a change in the motivational structure of activity, and the level of efficiency, and ultimately to professional personal deformation [4].

In connection with the above, the penitentiary system employees have a need to control their psycho-emotional state, actions to prevent "merging" with the criminal environment in the process of work and to avoid professional deformation of the individual.

Extreme forms of professional deformation are the commission of various antisocial acts and violation of the law [5]. Thus, according to the statistical reporting for 2014, in 65 territorial bodies and institutions of the Federal Penitentiary Service of Russia, 299 criminal cases were initiated against 298 employees, including 54% of them were in the line of duty.

For the Arkhangelsk region, the study of this problem is also relevant because, in addition to the factors of the professional activity itself, the climatic and geographical conditions of the North adversely affect employees, worsening the process of adaptation to the conditions of professional activity and contributing to the formation of negative aspects of professional deformation. These factors include: a sharp change in light (polar day and polar night), low temperatures, lack of oxygen, sharp photoperiodicity, a pronounced ultraviolet deficit, frequent winds, high humidity, barometric pressure drops, landscape and geochemical features of the territory [6; 7].

Professional deformations of law enforcement officers have been studied for many years, but mainly concern issues of professional burnout, and work related to the study of deformations of personality traits, as a rule, are descriptive, based on observation and biographical methods. Own

diagnostic tools of professional deformations have not been developed for law enforcement officers, while for teachers such diagnostic tools have been developed [8; 9]. In addition, the question of prevention and reduction of occupational deformity remains not fully understood.

The purpose of the study: to identify markers of professional personal deformation, to describe the features of their manifestation among the employees of the penitentiary system with different content of professional tasks.

The general hypothesis of the study is that the severity of signs of professional personal deformation among the staff of the UIS is associated with the nature of professional tasks.

Private hypothesis: employees of the regime department have more pronounced signs of professional personal deformation than employees of the security department.

II. MATERIALS AND METHODS

The study was conducted in Arkhangelsk on the basis of remand prison No. 4 from January to April 2018. It was attended by 70 employees (men) aged 22 to 49 years old (average age $34,73 \pm 6,469$).

Employees of two departments were examined: the security department - 37 people who are engaged in ensuring the security of the institution and the regime department - 33 people who work directly with suspects, accused, and convicts. Employees have different professional experience in the penitentiary system from 1 year to 24 years (average length of service 10.87 ± 5.527).

For the study were selected the following groups of methods:

- organizational methods: comparative, cross-sectional research.
- empirical methods of obtaining information: psychodiagnostic methods (questionnaire "Professional (emotional) burnout (MBI)" adaptation by N.E. Vodopyanova, the scale of hostility of W. Cook - D. Medley, personal questionnaire of G. Shmishek, Methods of multilateral personality research in the Berezin F modification .B, Individually typological questionnaire (L. Sobchik), author's profile); praximetric methods (professional activity analysis method - professiographing).
- methods of processing research results: statistical data processing using SPSS 23 software (License Z125-5301-14).
- interpretation methods (genetic method).

III. THE RESEARCH RESULTS AND THEIR DISCUSSION

Based on the analysis of literature data, the following conclusions were made:

1. Despite the existing work and increased interest in the problem of professional deformation, it still remains insufficiently studied, and there is also no uniform definition of this concept. Professional deformation is understood as negative changes in the personality of a specialist caused by prolonged performance of the same work or provoked by contradictions in work, various unfavorable working conditions that adversely affect both the performance of work and relationships outside the work. More developed is the concept of professional deformation K. Maslach and S.

Jackson, presented in the form of a three-dimensional construct and including: emotional exhaustion, depersonalization, reduction of personal achievements.

2. There are various reasons for professional deformation, but most of the studies emphasize the importance of the specifics of professional activity, then personal-individual qualities, as well as factors of interaction with society.

3. The professional activity of the staff of the penal enforcement system is distinguished by a certain specificity: the extreme, intense nature of the activity, which requires increased responsibility, secrecy and secrecy of the system, and constant interaction with persons of a criminal nature. This specific character, in combination with negative factors of professional activity, may subsequently lead to professional deformation.

4. Most researchers note that professional personality deformation is characterized by: violation of professional communication, deformation of the emotional sphere, change of personal properties, accentuated character traits, distortion of value-semantic orientations of activity.

According to the results of the frequency analysis of the author's questionnaire, it was revealed that almost all employees (94%) are sure that people need their work and only 6% do not think so. The majority of respondents (80%) answered that they can use obscene words when communicating with colleagues. Also, most employees (74%) do not prefer to use slang and commonplace expressions at work, 26% said they prefer. Only 21% of employees believe that the end justifies the means, for the sake of the interests of the case, legal norms can be violated, 79% disagree with this statement. A small part of employees (26%) feel that they communicate with some colleagues with a markedly rude, without warmth and disposition towards them, 74% do not think so. Almost none of the interviewed employees (91%) noted that after the working day he feels very tired, exhausted, tense and only for 9% it is typical. Absolutely all employees (100%) noted that in addition to work, they have hobbies, interests, hobbies. The majority of employees (84%) did not receive reprimands for violation of official discipline, 16% were subject to this penalty. Only 16% of respondents answered that they react very painfully to criticism from superiors or colleagues. Less than half (33%) of employees consider swear words and the use of physical force as the best means of educating suspects, defendants, and convicts, the majority (67%) disagree. Only 9% of employees say that their relatives, family, and friends say that they have become more rude and irritable, the majority (91%) did not mention this. A small part of respondents (14%) like that they have a certain power over people, 86% do not think so. Thus, according to the results of the author's questionnaire, there were no signs of pronounced professional deformation.

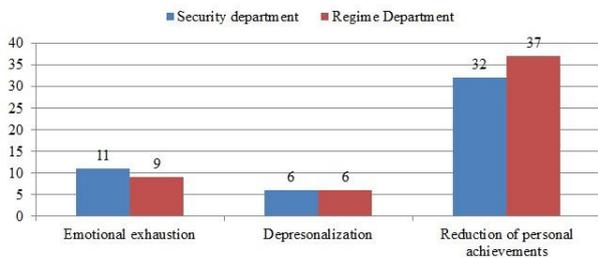
To solve the second empirical problem, a comparative analysis of the severity of markers of professional personal deformity among the employees of the penitentiary system with different content of professional tasks was performed.

The employees of the security department showed a tendency to professional burnout, as evidenced by the average depersonalization (MBI method) and the reduction of achievements (MBI method).

For the employees of the regime, a tendency towards depersonalization is typical (MBI method), which is due to the average figures for this scale. The remaining indicators are in the normal range.

The results of the comparison of the two departments are presented in the graph below.

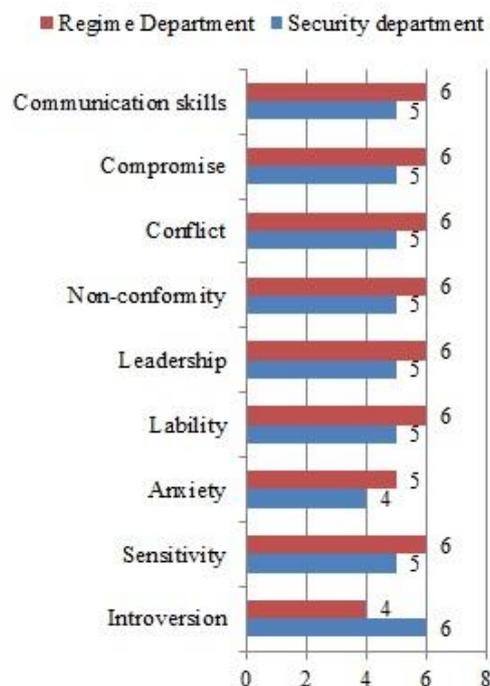
Figure 1 - Comparison of the severity of prof. Burnout among employees of different departments (note * - $p < 0.05$)



As a result of a comparative analysis of the two sections according to the "Professional burnout" method of N.E. Vodopianova, statistically significant differences were identified by the "Reduction of achievements (professional success)" subscale ($p = 0.023$ *). At the department of mode, this indicator is at a low level, and at the department of protection at an average level, which indicates the current trend towards a negative assessment of its activities, its successes, and a decrease in working motivation. This is probably due to the fact that employees of the security department do not see the results of their activities, cannot fully manifest themselves, since there is no need to suppress escape attempts, mass disobedience, etc. The work itself is more monotonous.

The indicators for subscales "emotional exhaustion" and "depersonalization" in both departments are within the normal range.

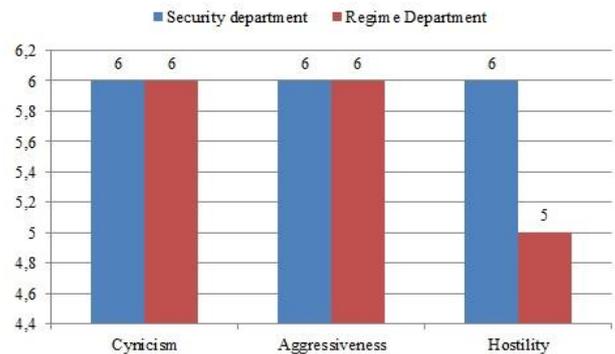
Figure 2 - Comparison of individual-typological properties among employees of different departments



As a result of the analysis of data obtained by an individual-typological questionnaire L.N. Sobchik statistically significant differences between the indicators of employees of different departments were not identified. All data are within the normal range, which indicates the harmonious personality of the employees of both departments.

According to the ShVR methodology, the indicators of all scales do not go beyond the limits of the normal range. The results of the comparison of the two departments are presented in the graph below.

Figure 3 - Comparison of the level of hostility among employees of different departments



When comparing the data obtained on the scale of hostility W. Cook - D. Medley significant differences were not identified. Indicators for all three scales are within the normal range. This indicates a lack of aggressive and hostile behavior among the employees of both departments during social contacts.

The employees of the security department are below the norm on the "paranoia" scale (MMIL methodology). All other indicators are within the normal range.

Analyzing the results of the method of multilateral personality research (MMIL), it is possible to identify significant differences between departments in terms of the severity of male - female traits ($p = 0.013$ *). Security officers have more pronounced male behavioral traits. Probably, they are less sensitive, sentimental, more entrepreneurial, have a limited range of interests, are not inclined to smooth out conflict situations, unlike the staff of the regime department.

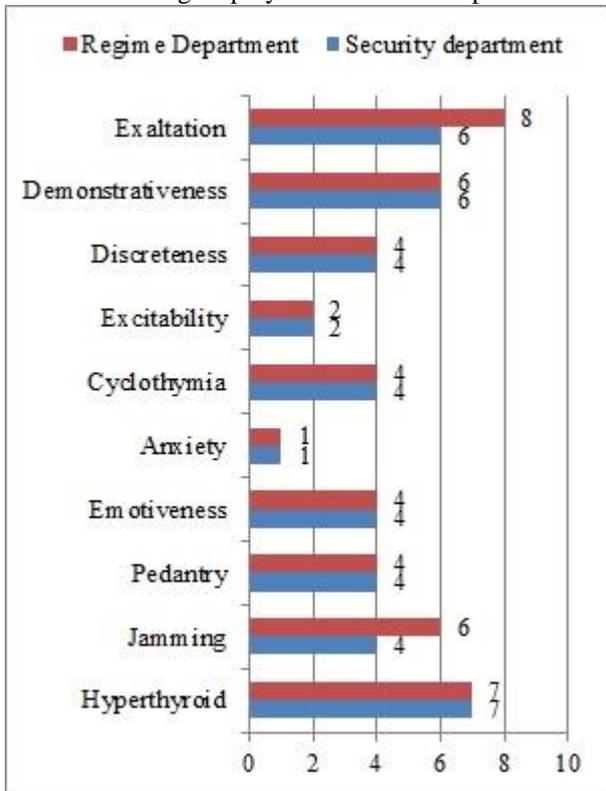
There are differences on the paranoia scale ($p = 0.000$ *). The employees of the security department on this scale received points below the norm. This suggests that they have a tendency to suspicion, a tendency to watchfully consider their own and others' actions more than the staff of the regime department. This may be due to their activities, as they are responsible for the security of the institution and serve with weapons.

On the schizoid scale, differences can also be found ($p = 0.026$ *). This indicator is higher for the staff of the regime department, which indicates less emotional coloring of the behavior, their social contacts may differ in formality. This may be due to the contingent of criminals with whom employees work and constantly interact.

Mode staff have a tendency to form exalted accentuation, which is due to the average figures for this scale. The remaining indicators are in the normal range.

The results of the comparison of the two departments are presented in the graph below.

Figure 4 - Comparison of the severity of character accentuations among employees of different departments



Significant differences in the results of the personal questionnaire Shmishek not identified. Among the staff of the regime there is a tendency to form exalted accentuation. Compared to employees of the security department, they are more impulsive, they can be subject to momentary moods, they can easily move from a state of rapture to a state of sadness, and they don't like strict regulation and monotony of activity. This may be due to the fact that the work of the department of the regime is more emotionally colored, they are in constant contact, both with other employees and with special contingent. They do not have such high responsibility as the security department, who serve with weapons and are responsible for security.

IV. CONCLUSION

1. Frequency analysis of the answers of respondents obtained through the use of the author's questionnaire showed that the majority of employees use obscene expressions when communicating at work and can communicate roughly. Some employees consider it acceptable for them to use physical force and swear words in relation to the special contingent, to violate legal norms for the sake of their personal goals. Some employees were reprimanded for misconduct at work.

2. Comparative analysis of the severity of professional personal deformation markers among the staff of the penitentiary system performing various professional tasks

showed that the security department tends to reduce achievements (negative evaluation of its activities, its success, decrease in work motivation) more than the regime department. They are also less sensitive, sentimental, more suspicious, prone to cautious thinking about their own and other people's actions than the staff of the regime department. The department of the regime has less emotional coloring of behavior, their social contacts may differ in formality.

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