

UDC 159.923:023.5:17.023.34(043.2)

Vakhnovan D.S.

National Aviation University, Kyiv

TECHNOLOGY FOR DEVELOPING A COMPETENCE PROFILE FOR A PSYCHOLOGIST OF THE INTERNAL AFFAIRS BODIES OF UKRAINE

The competence approach is basic for modern technologies of personnel selection and assessment. In the current conditions of Ukrainian business this approach is actively applied in various areas of professional activity.

Given the competition on the market of professions, we can see that people do not stay in one position for long and the search for specialists is constantly on. However, this is not the fault of employees, because a large percentage of employers do not use the services of, or do not have in their company, a specialist in the HR department. Thus, competence profiles, on the basis of which potential employees could understand their own professional competence and employers could register and evaluate the competences required by their organisation, are not always applied.

The general theories of competencies have been analyzed in the works of foreign scientists: G. Dess, K. Devery, G. Hemel, V. Vroom; domestic scientists: V.I. Maslov, A.Y. Kibanov and others.

Finally, competences are basic characteristics of a personality that are important for performing a job in a specialty; they are also variable and subject to adjustment. A competence profile is those functions required by a certain professional activity or an employer who sets certain tasks for the organisation.

In order to understand the professional activities of internal affairs (IAB) psychologists, we have identified competences and developed criteria for their fixation and assessment. By analysing articles, noticeboards and the professional website of IAB employees, we identified a number of competencies. Without considering these competences when searching for future specialists, there is a high probability of errors in assessing their professional relevance: possession of special knowledge, skills and abilities that are necessary for performing official tasks, professional conviction, responsibility for the result, mental stability, empathy, mastery of communication techniques, flexibility in communication, striving for success and self-development, adaptability, ability to organize and plan the activity, orientation towards

Having identified the most important competences of IAB psychologists, we have developed criteria for capturing competences and evaluation procedures for their detection. The following is an example of several competences which are important when working as IAB psychologists:

Mental stability is a personality trait characterised by stability, equilibrium and resilience. That is to say, it is a property that allows one to maintain one's health and performance and to resist life's difficulties. Criteria for fixing the assessment of competence - the ability to maintain stability in conditions of time pressure or conflict, resistance, in stress interviews, brainteaser-interviews. Assessment procedures: Holmes-Rage method of stress resistance and social adaptation diagnosis; C. Rogers

and R. Diamond method of socio-psychological adaptation diagnosis; method of determination of neuro-psychological stability, risk of desadaptation under stress "Forecast"; Snyder method of self-control evaluation in communication; stress-interview.

Motivation to achieve success is a person's aspiration to achieve meaningful results in a certain activity, the goal towards which the person is moving. The criteria for recording the assessment of competences are confidence in one's abilities and aspiration for high quality solution of job tasks; the ability to act purposefully, achieving results; to draw conclusions about the work done taking into account the actual facts; timely and high quality performance of the work. Evaluation procedures: V.V. Boyko's methodology of emotional burnout level diagnostics; T. Ehlers' methodology of personality diagnostics for success motivation and failure avoidance motivation; A.V. Batarshchuk's methodology of integral work satisfaction.

The last one in our study will be adaptability - the ability to adapt under any conditions. Criteria for fixation of competence assessment are acquired and innate ability of an individual to adapt, effective performance of his/her professional duties, ability to change behaviour and communication style in new or unforeseen situations of activity. Assessment procedures: M. Snyder's diagnostic technique of self-control in communication; C. Rogers and R. Diamond's diagnostic technique of socio-psychological adaptation; the projective technique "Man in the Rain".

Thus, the above list of competences, criteria for their fixation and assessment procedures allow us to see technological aspects of the development of a competence profile for an IAB psychologist in Ukraine. In the final opinion, we should note that the technology of competence profile development is a qualitative indicator of necessary features of a personality, its skills and abilities for the best result and effective work opportunity.

*Scientific supervisor: Ichanska O.M,
PhD in Psychology, Associate Professor*

UDC 159.923.3:023.5(043.2)

Vakhnovan D.S.

National Aviation University, Kyiv

THEORETICAL-EMPIRIC AUTHORIZING OF THE LIBRARIAN PROFESSIONOGRAM

In order to investigate the impact of self-management on the performance the executives of the Scientific and Technical Library of the National Aviation University, we have developed a professionogram, which refers specifically to the profession – librarian. The profession of librarian is not very prestigious yet, but remains important enough because librarian is a navigator in the information space. Though all mankind has shifted to the Internet space during the pandemic, but the need for books, professional literature remains, because behind this need is self-development of personality. Therefore, it is important to define the principles and functions of the