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Yana S. Ponomarenko*

Kharkiv National University of Internal Affairs
61080, 27 L. Landau Ave., Kharkiv, Ukraine

The Semantic Content of the Values of Police Officers with Different Levels of Personal and Professional Fulfilment

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Abstract. The article presents a brief overview of theoretical developments in the field of values of police officers in domestic and foreign studies. It is stated that in the field of psychology, personal values are often the object of research and usually have a variety of interpretations. Attention is focused on the fact that in the context of this work, values are understood as deeply rooted motives that form the semantic content of attitudes and standards of personal behaviour, which in the professional sense improves the specialist's awareness of not only the importance of her/his professional activity but also the significance of her/his own contribution to its qualitative performance. The values of police officers play an important role in their effective psychological functioning and guide their further development. The aim of the article was to establish the semantic content of values and spheres of life in police officers with different levels of personal and professional fulfilment (PPF). To form the groups in the empirical study, the cluster analysis was applied by the k-means using data obtained with the help of the questionnaire of personal fulfilment (PF) by O. Shtepa and the questionnaire of professional self-fulfilment (PS) by O. Kokun. The data obtained in the study of PPF allowed dividing the total selection of police officers, which included 203 people, into three groups: the first group (low level of PPF) included 68 persons, the second group (high level of PPF) – 92 respondents, the third group (medium level of PPF) – 42 surveyed. It has been empirically established, that police officers who have a low level of PPF stand out by their striving for financial stability, and they need to have time for hobbies, which allows them to replenish resources. Police officers who obtain a high level of PPF take care of their image, they can creatively solve complex problems, they care about social development issues and strive for success in the profession. Professional and family life are important for police officers with a low level of PPF. Spheres of professional, family, and social life, the combination of which is optimal for qualified law enforcement officers, have become dominant within police officers with the high level of PPF. Police officers with the high level of PPF prefer to fully realize themselves in the profession, they want to be valued within it, to have a positive image, while devoting time to family and study

Keywords: spheres of life, personal fulfilment, professional self-fulfilment, police officers, professional values

*Corresponding author

INTRODUCTION

The profession of a police officer is based on several stable principles: the rule of law, respect for human rights and freedom, legality, openness and transparency, political neutrality, cooperation with the population based on partnership, continuity of service. These principles of police activity are stipulated in the Law of Ukraine "On National Police" [1] and require the police officers to follow them rigorously.

Therefore, the question arises as to how police officers should behave and what qualities they should possess in order to effectively implement the basic principles of professional activity. The personality of a police officer is multifaceted, but the sphere of values is a core creation of the police officers' personality at all stages of their professional development. Values are the highest priorities of people

and are cognitive representations of basic motivations. Police officers' values define what is really important for policemen in activities and what they aspire to achieve in their profession. Including the constant transformations and the transitive nature of contemporary Ukrainian society, the problem of studying values and attitudes of professionals working in the field of law enforcement keeps its relevance, which leads to the necessity of developing research in this area taking into account the new studies in the field of psychological science.

A range of Ukrainian scientists have been actively engaged in research on the sphere of values of a person. However, the available results of studying the specificity of professional values of police officers do not provide a holistic understanding of this phenomenon from the side of integral variables, one of which is personal and professional fulfilment (PPF). At the same time, the facts given in scientific publications allow detailing the meaning of the problem under development. Thus, N. Tverdokhliebova conducted empirical research of the value and meaning sphere of the Kharkiv National University of Internal Affairs cadets in the context of their personal stability and professional integrity. The researcher found that there is a significant change in the professional life of police cadets, and they are gradually beginning to take real satisfaction in the prestige of the profession, especially when they succeed in acquiring the specifics of the activity. The sphere of interest and studying, according to the results obtained by the scientist, also requires changes that consist in a deeper understanding by future police officers of the importance of the acquired knowledge and increased motivation for the acquisition of the necessary professional skills. It is worth paying attention to the author's obtained results in the study of value part in the sphere of family relations. In particular, it was found that family well-being, in the opinion of police cadets, depends on material wealth and the size of wages [2, p. 117].

The value and meaning sphere of police officers of varying levels of professional integrity was the subject of a study conducted by D. Malieiev, who revealed that the image of a "reliable police officer" is semantically enriched due to a wider range of sensory superordinate constructs that reflect reliability and stability of a high level of resistance to stress influence of situational changes, that is largely ensured by a significant contribution to the functioning of the categorical structure of semantic constructs of the value content of the professional activity of police officers [3, p. 103]. D. Dekkert investigates values from the perspective of professional and moral culture of law enforcement officers, and states that professional values and value orientations are one of the main indicators of a developed professional and moral culture [4, p. 56].

The scientific achievements of H. Petrova, who based on the research of main values and principles in the work of law enforcement, notes that identification of value grounds of police activity increases awareness and enriches the content of law enforcement activity [5, p. 34], is worthy of attention. For his part, E. Vyizulin voiced the importance of studying

the professional and ethical values of police officers, which, in his opinion, can form a successful, purposeful, and competent individual, a professional within the sphere of law enforcement [6, p. 43]. M. Novikov and I. Pohribnyi also agree that it is necessary to focus on the development of the sphere of values in the phase of training, the harmony of which contributes to harmonious personal growth and forms the basis of life activity [7, p. 71]. A team of Ukrainian researchers headed by D. Shvets consider the values to be the basis for defining the sense of life and professional identity of a police officer [8, p. 203]. S. Prokurova is convinced that the values of moral education and moral well-being can change the focus of priority in police officers from the material to the spiritual [9, p. 44].

The study of this problem is a widespread phenomenon in foreign literature. Thus, B. Basinska and A. Dâderman presented the results of a study on the values of police officers and identified those of high priority. Researchers found that external values were given the highest priority. However, the authors conclude that intrinsic values are significant for police officers who show signs of burnout and stress. It is stated that law enforcement services need to be aware that professional values are important aspects of work part of life and therefore should be considered not only during the selection process of police officers but also assessed throughout their professional career, providing the necessary psychological support for the representatives of risk groups [10]. A. Bakker and E. Demerouti established that the most priority for police officers is external values such as "relationships with colleagues" and "personal prestige in the profession" the manifestation of which indicates a desire to fulfil a professional role in the context of active social contacts. At the same time, the authors do not exclude the possibility of transformation of police officers' values in the course of their professional career [11].

In the opinion of S. Cuvelier, D. Jia and C. Jin, the knowledge of the hierarchy of professional values of police officers are important for the theory and practice of law enforcement, which enables to influence effectively on professionals' well-being, satisfaction from the profession, career development, which allows preventing the police personnel turnover, is important for the theory and practice of law enforcement. The empirical study of professional values carried out by these researchers at the early stages of professional genesis, based on the selection of cadets, led to the conclusion that knowledge of individual professional values will help young professionals to successfully adapt to the profession and acquire it [12]. N. Tomažević and co-authors found that the presence of positive values in a police officer's personality during her/his professional activity has a significant effect on work productivity and satisfaction [13]. In this sense, it is worth paying attention to the opinion of J. Violanti and colleagues who believe that possible burnout at work is due to the lack of a value base, which is necessary for this professional group [14].

According to the analysis of foreign scientific sources, it was concluded that the most thoroughly studied values

in police officers' activity are work conditions, relationships with colleagues, safety, security, the ability to improve skills, and success. All the given values can be classified as external. Hence, A. Furnham and I. MacRae see external values as an important aspect of successful professional activity that guarantees a high level of performance of duties. The authors emphasize that this dedication to the profession requires resource inputs from the organisation: working conditions, strong material and technical base, high wages, and an effective social and psychological climate in the team [15]. The performed theoretical review allowed defining the further steps in conducting empirical research, formulating the purpose and objectives of the research. In the realm of legal psychology, there are not enough works that, as noted above, would reveal the peculiarities and significance of values within the profession of police officers from the perspective of such an integral phenomenon as personal and professional fulfilment.

The purpose of the study is to establish the semantic meaning of values and life spheres in police officers of different levels of personal and professional fulfilment (PPF). *The study objectives* are 1) to carry out a theoretical analysis of the value issue in the context of professional activity in Ukrainian and foreign studies; 2) to identify specific features of values and life spheres in police officers of a low and high level of personal and professional fulfilment.

MATERIALS AND METHODS

In order to achieve the set purpose and to form an empirical basis of the research, a mathematical method of statistical data processing – cluster analysis based on the k-means principle was applied. The use of cluster analysis of all test results allows dividing all the respondents into typological groups both by the level of personal and professional fulfilment and by their psychological specificity. The total selection consisted of 203 criminal police units. The results obtained using two methods, in particular, O. Shepa's "Questionnaire of Personal Fulfilment" and O. Kokun's "Questionnaire of Professional Self-Fulfilment" allowed forming three groups of surveyed by levels of personal and professional fulfilment (PPF). 68 police officers had low level; medium-level was diagnosed in 42 law enforcement officers; high level – in 92 officers. Police officers who were diagnosed with a medium level of personal and professional fulfilment were excluded from the further empirical investigation, as the medium level results in a rather "vague" level of expression of the indicators, that is above low, medium, close to high, which does not exclude a certain ambivalence of manifestations of the studied indicators and requires a separate,

detailed study. In this study, the "pole" manifestations were of the most interest, high – as the standard to be achieved, and low – as a target for correction. This empirical study was carried out using the following methods:

1) "Questionnaire of Personal Fulfilment" (PF) by O. Shtepa aimed to identify the characteristics and type of personal fulfilment. The interviewer has 22 statements, to which the respondent has to mark with "+" and "-" his or her agreement or disagreement. One point is awarded for each match the key. Based on the results obtained, the level of personal competence is determined: from 0 to 12 points – low level; from 13 to 27 points – medium level; from 28 to 32 points – high level [16].

2) "Questionnaire of Professional Self-Fulfilment" (PS) by O. Kokun [17], created on the basis of a qualitative analysis of 10 attributes that define two main forms of professional self-fulfilment: internal professional (obtains 5 attributes) and external professional (also obtains 5 attributes). The questionnaire consists of two parts. The first part allows establishing the level of general professional self-fulfilment and discloses its substantive components. The second part is based on a free description of the thoughts of those surveyed about their self-fulfilment in the profession. The first part of the questionnaire was used in our research, which included 30 questions with 5 possible answers for each of them, ranked by level of significance from left to right (leftmost answer gives 0 points, second to the left – 1 point, third – 2 points, fourth – 3 points, fifth – 4 points). To determine an overall level of professional self-fulfilment, the sum of points due to all 10 attributes is calculated. The normative indices of the PS are as follows: the low is below 45, the medium is from 64 to 81, and the high is from 82 to 99.

3) "Questionnaire of Terminal Values" (QTV) by I. Senin. The methodology helps to identify the specificity of eight terminal values: personal prestige, high material position, creativity, active social contacts, self-development, attainment, spiritual satisfaction, preservation of personal individuality. Also, to disclose the characteristics of five spheres of life: professional life, education, family life, social life, and enthusiasm. The methodology consists of 80 statements that represent the values and spheres of life [18]. The results of the study were subjected to a quantitative analysis using Student's t-criterion for independent groups.

RESULTS

The empirical study demonstrated a range of perhaps significant differences between the studied indices among groups of police officers of different levels of personal and professional fulfilment. The results are given in Table 1.

Table 1. Indices of terminal values in groups of police officers with different levels of personal and professional fulfilment ($M \pm \sigma$)

No.	Scale	Police officers with the low level of personal and professional fulfilment	Police officers with the high level of personal and professional fulfilment	t	P
1	Personal prestige	24.19 \pm 1.08	32.04 \pm 1.10	5.09	0.001
2	High material position	32.72 \pm 1.07	31.63 \pm 1.04	0.73	–
3	Creativity	30.21 \pm 1.14	35.04 \pm 1.10	3.05	0.001
4	Active social contacts	28.87 \pm 1.09	31.17 \pm 1.06	1.51	–
5	Self-development	34.22 \pm 1.12	40.23 \pm 1.11	3.81	0.001
6	Achievements	31.44 \pm 1.10	39.17 \pm 1.14	4.88	0.001
7	Spiritual satisfaction	32.58 \pm 1.09	35.65 \pm 1.16	1.93	–
8	Maintaining personal identity	30.33 \pm 1.10	33.21 \pm 1.12	1.83	–

Therefore, for the value “Personal prestige”, “Creativity”, “Self-development”, “Attainment” there was a perhaps significant difference in the group of police officers with a high level of PPF, as compared to respondents with a low level of PPF ($p \leq 0.001$). The obtained data suggest that police officers with a high level of PPF are characterised by a desire to maintain their status and authority among colleagues, and by the subjective significance of support and appreciation from the public. Their professional performance is based on a clear understanding of their role in society, the effectiveness of which is defined by the quality of their interaction with the public. The positive image of a police officer is enhanced through approval of police performance from the public, receiving commendations for saved life or disclosure/prevention of offences, that is often reported in mass media and promotes the personal status of the police officer.

However, this phenomenon also has a negative side, which is reflected in the negative assessment of the police work by the public, which leads the population to distrust and doubts about the professional competence of the law enforcement system. Therefore, it is quite normal for police officers to be concerned about their prestige and authority, which indicates a desire to be a productive and competent professionals. As for the group of police officers with a low level of personal and professional fulfilment it should be noted that these researchers are characterised by a less developed ability to use the necessary creative models and tools while solving problems in the work of law enforcement.

Creativity is a rich phenomenon that demonstrates a way of living. For police officers, such psychological construct

is reflected in the ability to implement innovations in their profession, in their ability to use them in their activities and to attain success. After all, the police officer profession is regulated and regulated by instructions, normative and administrative documents, which narrows the ability of police officers to diversify and creatively fulfil their professional duties. The high indicator on the given scale in Table 1 confirms the idea that the personal and professional components in the performance of police officers should be developed, who want to realize not only their professional potential but also to use all their personal resources for a more effective outcome of their activity. The desire to develop and achieve professional success are the most effective attributes of a highly qualified, motivated, and dedicated employee who not only wants to fulfil her/his service duties but also sees in it the highest goal – to make the world a more beautiful and safe place. This raises the question of improving the system of psychological support for police by specifying the influences aimed at the correction and development of the above-mentioned shortcomings attributable to the group of police officers with a low level of personal and professional fulfilment.

The values “High material position” ($t=0.73$), “Active social contacts” ($t=1.51$), “Spiritual satisfaction” ($t=1.93$) and “Maintaining personal identity” ($t=1.83$) were not found to be significantly different. The results obtained allow concluding that these values are equally important for both groups of police officers surveyed, regardless of their PPF level.

The next stage of the study was a comparison of the significance of life spheres in the surveyed groups of police officers (Table 2).

Table 2. Comparative analysis of the value of life spheres in groups of police officers with different levels of personal and professional fulfilment ($M \pm \sigma$)

No.	Sphere	Police officers with the low level of personal and professional fulfilment	Police officers with the high level of personal and professional fulfilment	t	P
1	Professional life	55.75 \pm 1.09	61.45 \pm 1.11	3.66	0.001
2	Education	53.07 \pm 1.11	55.20 \pm 1.12	1.35	–
3	Family life	51.49 \pm 1.10	50.25 \pm 1.09	0.80	–
4	Social life	40.81 \pm 1.13	50.17 \pm 1.09	5.96	0.001
5	Hobbies	45.76 \pm 1.05	37.32 \pm 1.07	5.63	0.001

In the group of police officers with high level of PPF, in comparison with ones with the low level of PPF, there was a highly significant difference in the spheres of “Professional life” and “Social life” ($p \leq 0.01$). Thus, the sphere of professional life is the leading one for the police officers of the second group and very often future life is planned considering the peculiarities of the professional activity, its specifics, and requirements. The priority of this area is fully understandable, as the performance of professional duties of the police is not limited to the service time, forming a style of life in general. The police officer is an example for the people and society as a whole because the activities of the police services have a decisive role in the processes of nation-building and development of the country. Only a highly developed, advanced, and secure country with a strong potential in the security and defence sector can take a leading position on the world stage. This determines the importance of developing the human resource capacity of law enforcement officials who stand for the rights and freedoms of citizens, who will be able to protect them and create a safe environment for living. At the same time, this actualizes the problem of the risk of emotional burnout and chronic stress among police officers due to the feeling of being permanently on duty and impossibility to act beyond the scope of their profession, which regulates the life of police officers and requires them to behave in a virtuous manner and keep a crystal clear reputation. The unequivocal acceptance of oneself as a person and a professional through the feeling of fulfilment in the given life contexts can be one of the important factors of prevention, in this sense. However, it's necessary to state that this assumption requires further empirical verification.

In the sphere of “Hobbies”, there was a significant difference for the group of police officers with a low level of PPF as compared to the group with a high level of PPF ($p \leq 0.001$). Thus, the obtained data indicate that police officers with the low PPF need to reduce the pressure caused at work through the realisation of their hobbies. Feelings of insecurity, threats, and multiple negative interpersonal contacts have a destructive effect on the self-perception of the police officer, which inevitably leads to disillusionment with the profession and to a decrease in productivity. Therefore, the respondents of this group need to have time to spend time with their favourite activity to renew their own resources. However, the lack of time and the lack of focus does not always allow the officers of the first group to be able to devote their time to their needs and is often the cause of their dissatisfaction and emotional outbursts, making it highly likely that they will fail in their work or lose their effectiveness. Therefore, for police officers with a high level of PPF, a balance between their personal and professional performance, and their congruence is characteristic, the ability not only to preserve but also to renew the optimum level of personal resources and not to stagnate in the development of the resource base and the personality as a whole, representatives of this group show greater adaptability and resilience to the difficulties and stresses within the professional activity, which explains the lower value of the possibility of relaxation, entertainment and various means of neutralisation of internal stress.

No significant differences were found in the spheres of “Education” and “Family life” in the groups of police officers with low and high levels of PPF, which necessitated a further qualitative analysis of the obtained results (Table 3).

Table 3. Analysis of the group hierarchy of the value of life spheres among police officers with different levels of personal and professional fulfilment

Level of manifestation of the spheres	Police officers with the <i>low</i> level of personal and professional fulfilment	Police officers with the <i>high</i> level of personal and professional fulfilment
High	Professional life Family life	Professional life Family and Social Life
Middle	Education Social life Hobbies	Education
Low	–	Hobbies

The spheres of professional and family life were the most significant for police officers with a low level of PPF. It is worth considering the fact that the respondents of this group feel the pressure of professional functions on themselves and often give first place to this sphere. This is explained by the fact that for this group professional activity is the main type of activity, their age, work experience, and lack of desire to change their lives have a significant impact on the personality of the police officer who does not see herself/himself in another professional role. It is quite often that the motivation in the profession is the desire for a stable financial income which would ensure an adequate

standard of living for the officer and his family. Thus, these two areas are very relevant for this group of police officers. The spheres of education, social life, and hobbies are on a medium level of importance. None of the spheres appeared to be at a low level.

Police officers with a high level of PPF prioritise the spheres of professional, family, and social life. This division of spheres at a high level is optimal for a successful police officer as the desire for professional fulfilment, demand, family well-being, and social development are attributes of a qualified police officer who stands up for the welfare of the citizens. The middle level was occupied by the sphere of

education, which is a positive result indicating a desire of the police officers to get further acquainted with the profession, interest in the development of their own personality as a professional and as a person, which is a positive characteristic of the group. The low level of importance appeared to be appropriate in the sphere of hobbies. In the author's opinion, this fact is ambivalent because, on the one hand, it indicates the orientation of respondents with a high level of PPF to the spheres of life that are more important for them in the value dimension and the lack of desire to spend time (or lack of free time) for recreation. On the other hand, the complexity and pressure of police officer practice require the ability to take the pressure off, especially through hobbies, sports, and other constructive activities. We believe that this fact requires further empirical investigations to formulate an objective opinion to predict possible negative consequences and to prevent them.

DISCUSSION

This research proposes the author's definition of the notion of "personal and professional fulfilment", which is understood as a continued space of personal fulfilment of the subject in life and self-realisation in professional activity, which wholly discloses the unique orientation of one's life. A low level of PPF can be interpreted through a link deficit between personal fulfilment and professional self-fulfilment, which becomes an obstacle to the successful performance of service and a factor of inhibition of the full use of personal resources. A high level of PPS is reflected in the harmonious link between the personal and professional components of fulfilment, which determines a single individually unique development trajectory that enriches the resource base of an individual and ensures a successful performance of professional activities. The strategic research purpose is to create a model and typology of professional and personal realisation of police and psychological determinants that condition the specificity and level of their success since in international law enforcement practice, self-realisation deficit in the professional and personal sphere is one of the central causes of the personnel turnover. Detailed characteristics of the composition of the identified typological groups, not only by psychological but also by social and demographic indicators (age, gender, work experience, education, unit etc), is the main condition for specifying the nature of the complex of positive and negative determinants of personal and professional fulfilment of police officers and identification of problem areas of it functioning. This, in turn, makes it possible to specify the psychological support program by the empirically identified risk factors.

Hence, O. Shtepa proposes to understand the essence of personal activity through two vectors that simultaneously determine the specificity of its realisation: in the functional sense, PF is an indicator of the heterogeneity of the individual's fulfilling a particular life issue; in the content sense, it shows

the resource position which provides a valid perspective for achieving the life goal [16, p. 200].

In his turn, O. Kokun said that professional self-fulfilment is an integral part of personal self-fulfilment, which describes the prospects and possibilities to use own individual potential in the profession in a more effective way, that stimulates the development and further self-improvement in the activity, ensures the concurrence of the personal needs and professional requirements, which is expressed through the professional demand for him or her as an expert [17, p. 35].

The results of the research will improve the system of prophylactic and corrective actions, which are developed in two dimensions: firstly, to increase the positive attitude towards continuing the police career and effective performance of service duties, and secondly, allow identifying signs of personal and professional trouble and to focus on prevention and elimination of the diagnosed problem in individual and organisational contexts.

CONCLUSIONS

The empirical analysis of the semantic content of the value and life spheres among police officers has determined that further scientific discourse will require deeper analysis. It was found that the value sphere has significant differences in police officers who have different levels of personal and professional fulfilment. Personal and professional fulfilment is a continuous space of personal fulfilment in life and self-realisation in professional activity, which wholly unveils a unique dimension of personal life fulfilment. Police officers with low PPF have a desire for financial independence and stability, their satisfaction with the profession is influenced by their confidence in their own material well-being. The availability of time to engage in their favourite activity is also important allowing them to renew their resources. Police officers with a high level of PPF are concerned about their prestige, they can solve complex tasks creatively, they are concerned about their personal development and strive to succeed in their profession. A qualitative analysis of the group hierarchy of value of life spheres in police officers with the low level of personal and professional fulfilment showed that the spheres of professional and family life are the most significant to them. Police officers with a high level of PPF prioritise the spheres of professional, family, and social life, the combination of which is considered optimal for qualified law enforcement officers who protect the rights and freedoms of citizens. Policemen with a high level of PPF want to fully realize themselves in their profession, want to be valued in it, have a positive image and at the same time devote time to family and education.

The prospect of further scientific research is to study a broader spectrum of psychological characteristics in the context of the fulfilment of police officers, considering the professional and personal components, combined into a psychologically holistic phenomenon.

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Яна Сергіївна Пономаренко

Харківський національний університет внутрішніх справ
61080, просп. Льва Ландау, 27, м. Харків, Україна

Семантичний зміст ціннісної сфери поліціантів з різним рівнем особистісно-професійної здійсненності

Анотація. У статті представлено стислий огляд теоретичних напрацювань щодо ціннісної сфери поліціантів в українських і закордонних студіях. Констатовано, що у царині психології особистісні цінності часто є об'єктом дослідження та мають різноманітне трактування. Акцентовано увагу на тому, що у контексті цієї роботи цінності розуміються як глибоко вкорінені мотиви, що формують семантичний зміст установок й стандартів поведінки особистості, що у професійному сенсі вдосконалює усвідомлення фахівцем не тільки важливості своєї професійної діяльності, але й значущості власного внеску у якісне її виконання. Цінності поліціантів відіграють важливу роль у їх ефективному психологічному функціонуванні та орієнтують щодо подальшого розвитку. Мета статті полягала у встановленні семантичного змісту цінностей та життєвих сфер у поліціантів із різним рівнем особистісно-професійної здійсненності (ОПЗ). В емпіричному дослідженні для формування груп було застосовано кластерний аналіз за методом k-середніх із використанням даних, отриманих за допомогою опитувальника особистісної здійсненності (ОЗ) О. Штепи та опитувальника професійного самоздійснення (ПС) О. Кокуна. Дані, отримані у дослідженні ОПЗ, дозволили розподілити загальну вибірку поліцейських із 203 осіб, на три групи: перша група (низький рівень ОПЗ) складала 68 осіб, друга група (високий рівень ОПЗ) – 92 респондентів, третя група (середній рівень ОПЗ) – 42 досліджуваних. Емпірично встановлено, що поліцейські з низьким рівнем ОПЗ вирізняються прагненням до фінансової стабільності, для них важливо мати час на зайняття улюбленою справою, що дозволяє їм відновлювати ресурси. Поліціанти з високим рівнем ОПЗ піклуються про власний імідж, здатні креативно вирішувати складні завдання, переймаються проблемами суспільного розвитку та прагнуть досягнути успіху в професії. Для поліцейських з низьким рівнем ОПЗ значущими є сфери професійного та сімейного життя. У поліцейських з високим рівнем ОПЗ домінуючими виявилися сфери професійного, сімейного й суспільного життя, поєднання яких є оптимальним для кваліфікованих правоохоронців. Поліціанти з високим рівнем ОПЗ воліють повноцінно реалізувати себе у професії, хочуть бути затребуваними в ній, мати позитивний імідж, водночас приділяти час сім'ї та навчанню

Ключові слова: життєві сфери, особистісна здійсненність, професійне самоздійснення, поліцейські, професійні цінності