

Methods of Determining the Orientation of the Employees of Internal Affairs Bodies on the Base of Values (Example of I.G.Senin's Questionnaire)

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Over the past period in our country, large-scale reforms aimed at effective organization of activities of internal affairs bodies and improvement of their management are being carried out. Such efforts, primarily with the participation of the general public, achieved a 36 percent reduction in total crime in 2023, and 3,205 neighborhoods, or more than 35 percent, were crime-free. This is the effectiveness of the participation of public structures in the organization of mutual cooperation on the basis of introducing best practices, work methods and innovative technologies into the activities of internal affairs bodies in our republic, improving their activities in legal, organizational-methodical, material-technical terms and providing them with qualified personnel. requires an increase. At this point, another important point is the diagnosis of moral aspects of employees of IIOs, and in its determination, the methodology of values diagnostics of IGS is considered important. The questionnaire recommended in the methodology includes questions about target values in the following 8 directions.

- 1. To have high prestige , that is, to strive to be in** the public eye by complying with certain social requirements , to strive for activities that are supported and supported by the public while complying with social requirements, to increase one's position seeking and pursuing an uplifting activity.
- 2. High material security ,** that is, to treat the factors of a comfortable life as the main content of living.
- 3. Creativity ,** i.e. realization of one's creative potential, striving to change surrounding things and events.
- 4. Active social relations ,** that is, striving to establish warm emotional relations in the process of social cooperation, the quality of liking to work with people and cooperation.
- 5. Working on oneself ,** that is, realizing one's own personal qualities, striving to constantly develop one's abilities and personal qualities.
- 6. orientation to achievements ,** that is, the quality of setting certain life goals and approaching them as the main factor of life.
- 7. Spiritual satisfaction,** that is, the feature of putting spiritual qualities and needs above material needs or various social demands and customs.
- 8. Preservation of identity ,** that is, the ability to distinguish one's thoughts and views from any other views, sometimes to put them first, to protect one's uniqueness and originality, independence.

At the same time, taking into account that a person works in different life spheres and performs various social tasks in them, it is possible to distinguish the following 5 types of life spheres that make up the series of instrumental values:

- 1) Profession is the world of crafts;
- 2) Educational field;
- 3) Family life;
- 4) Social life;
- 5) A world of interests.

As each person chooses these areas of life in one way or another, the target values are expressed to some extent in this choice. That is, the more a certain life field corresponds to the values of a person, the more important it is for a person. For example, events such as respect for the family, loyalty, trust, responsibility for the family's financial support or spiritual maturity show how important family life is for a person, etc.

Thus, this methodology, on the one hand, determines the priority of specific target values reflected in various life areas, and on the other hand, it helps to measure the importance of one or another life area for a person, which depends on the person's orientation and beliefs.

The translation of the questionnaire on the areas of competences, adaptation to the national environment, analysis of its level of reliability and presentation to Uzbek psychologists was carried out on the basis of best practices gathered abroad in career guidance. We hope that it made a positive contribution to the changes taking place in the system. Taking into account that the methodology provides more perfect, comprehensive information about the orientation of the person, it can be recommended to psychologists of school, secondary special and higher education.

The structure of the methodology and the process of its implementation

This methodology consists of a total of 80 questions, and the questions, on the one hand, are focused on one of the 8 value areas, and on the other hand, these questions are made to apply to 5 economic areas. More specifically, there are eight pairs (16) of questions in each of the five life areas ($16 \times 5 = 80$), and these questions are related to target values in eight directions. And, according to him, each target value direction is determined by five pairs (10) of questions focused on five different life areas ($10 \times 8 = 80$).

The answer is the shape of a parallelogram from an 8x10 size table (8 rows and 10 columns) that reminds consists of, and the questions are arranged in such a way that Each row of the answer sheet is one target value reflects the direction. Below are the naming of these lines It is shown that q belongs to the adriatic directions.

Q adriatic routes

1. To have a high reputation
2. High material security
3. Creativity
4. Active social relationships
5. Work on yourself
6. Achievement orientation
7. Spiritual satisfaction
8. Preservation of identity

Also, the first 5 columns (1 - 5) and the next 5 columns (6 - 10) of the table repeat each other and contain five vital areas. The pillars for each life area can be identified from the table below:

Life areas	Columns
Profession is the world of crafts	1, 6
Education is the field of education	2, 7
Family life	3, 8
Social life	4, 9
A world of interests	5, 10

To carry out this methodology in research groups, one answer sheet and one questionnaire are distributed to the experimenters and the task to be performed is explained.

The methodology instruction is given in the questionnaire, according to which the examinee reads the question and evaluates the level of importance of the idea covered in it according to a 5-point system and records it in the appropriate cells of the answer sheet. It will be necessary to record the answers not along the "downward" lines, but along the usual horizontal lines, that is, observing the order numbers of the cells. So, the questions in the questionnaire are arranged in such a way that there are no questions that are close to each other. This prevents the content of the test or the direction of the diagnosis from becoming clear to the examinee.

So. As mentioned above, the experimenter must be able to fully understand what the subject is supposed to do and continuously monitor it. After answering all the questions, the examinee hands over the answer sheet and questionnaire to the researcher.

Processing the results

processing the answer sheets, the researcher follows the following procedure. First, in the first "bent down" line (i.e. in cells 1, 3, 6, 10, 15, 21, 28, 36, 44, 52) accumulates the numbers and writes them down in the cell numbered 1 on the right side of the table, i.e. at the end. The same operation is performed for the second line, that is, the sum of the line is written in the cell numbered 2 on the right, and so on. Indicators on the 8 "downward" lines reflect the level of target qualities in the 8 directions, respectively, as described above.

of the results obtained according to the target values can theoretically vary from 10 to 50. However, one examinee's target values had a minimum of 15 and a maximum of 32. if it is, these indicators of another examinee may be in the range of 29-45, that is, the high-lowness of the sums obtained depends only on the subjective self-evaluation of this examinee. and they cannot be compared with the target values of other testers.

Whichever value the examinee has scored the highest, this value orientation indicates that the examinee is dominant and vice versa.

the position of five types of life spheres in a person, the information in each column is collected separately. Then, in the order indicated in the answer sheet, the total values of column 1- and 6-, 2- and 7-, 3- and 8-, 4- and 9, and 5- and 10- columns are taken and corresponding are written in the cells. These 5 indicators respectively represent the position of a person in five life areas.

The obtained indicators for life areas can be in the range from 16 to 80. In practice, all the laws characteristic of the above target qualities also apply to indicators of vital spheres. So, it is possible to determine the testee's proximity to the field of life depending on the high and low scores he has collected in the fields of life.

It can be seen that in this methodology, the structure of answers and scores is directly related to the content provided by the methodology. That is, the structure of the answer sheet, the order of answering it is fully subordinated to obtaining meaningful indicators. Therefore, the format of this answer sheet has a unique look. Therefore, the researcher -

psychologists, who wants to benefit from the methodology and obtain important and valid information, should, of course, first of all print the answer and answer in a printing press as it is in many copies, or copy it to the methodical manual on a photocopier. will have to extract the attached copies .

Interpretation of the obtained results

I. On target values

To have a high reputation. A person with a score higher than this indicator is eager to gain respect and attention, to create a good image of himself in others . In order not to be "embarrassed" especially in front of the people he respects and cares about the most, he shows signs of intelligence, caution, dependence on high-class people in his actions and views . Often, test-takers with high scores in this area are very interested in knowing what other people think of them personally . Because such people are interested in public support for their efforts .

High material security. This is a pointer The owners of high scores on Such people often consider material well-being as the main meaning of life . A lavish life often develops negative qualities in this category of people, such as high self-esteem, disdain for other (especially modest) people .

Creativity. Individuals with a high score on this indicator tend to introduce various changes and innovations in all areas of their creative potential .

Active social relationships. This A high score on the value dimension reflects a person's desire to establish warm relationships with others . Usually, such people value all aspects of interpersonal relationships , and often consider the opportunity to cooperate with others to be the most valuable thing in life .

Work on yourself. People with a high index in this direction are interested in learning more about their character traits, abilities, and other personal qualities . Such people usually strive to develop themselves in every way, to perfect all their qualities, they believe that a person has unlimited possibilities, and they consider it the meaning of life to fully realize them .

Achievement oriented . People with a high score in this direction are interested in achieving clear and significant results and certain achievements in their various life periods. Such people usually carefully plan their life paths, set specific goals for themselves at each stage, and work hard to achieve these goals. In addition, such people tend to overestimate themselves due to their many life achievements .

Spiritual satisfaction. Such people, as a rule, tend to choose the spheres of life that satisfy them spiritually and spiritually . They often find it very necessary to engage in activities that are interesting to them, that provide spiritual nourishment and inner satisfaction .

of identity . A high score on this indicator indicates a person's desire to be independent from others . Such people usually understand that the most important thing in life is the uniqueness and originality of their personality, having a unique way of life and worldview. They are less influenced by others , tend to act according to their independent opinions, and want to have their own way of life .

II. According to the spheres of life

Professional activity. A person with a score higher than this indicator attaches great importance to his field of professional activity. Such people spend a lot of time on their work, quickly start solving all production problems. They consider professional activity to be the main meaning of life.

Educational field. A person with a score higher than this indicator tends to be educated, to expand his worldview. The most important thing for such people is to study, acquire new knowledge, and not fall behind in life they think that.

Family life . A person with a high score of this indicator is distinguished by the fact that he attaches great importance to all realities related to his family. Such people tend to spend a lot of energy and time on solving family problems, they consider building a happy family as the most important thing.

The sphere of social life. People with a high score on this indicator are distinguished by the fact that they attach great importance to the problems of society. Usually, such people quickly get involved in social-political life and consider their social-political views very important for humanity.

A world of interests. In the lives of people with a high score on this indicator, their personal interests take the main place. Usually, such people spend their free time completely in certain areas of interest, and people who do not desire to be engaged in any field in their free time consider their lives boring and largely meaningless.

III. Interpretation of target values in the framework of life situations

Professional activity

To have a high reputation. This value is reflected in a person's desire to choose a profession that is highly valued by society. People with a high index of this direction are usually interested in knowing what people think about their chosen profession and seek to gain prestige by having a more prestigious profession.

High material security . People with a high score in this direction tend to choose a profession that guarantees a high salary or other material support. If the chosen career fields do not provide financial incentives to the extent that they expect, it is not out of the question for them to change their specialization.

Creativity. It is reflected in the efforts of a person to include examples of creativity in his professional activity. People who have a high score on this indicator quickly get bored from the usual way of working, working in the same way every day. Therefore, the desire to constantly introduce various innovations and changes to their professional activity is one of their characteristics.

Active social relationships. It is reflected in a person's desire to have a warm, friendly relationship with his colleagues. For people with a high score in this direction, the dominance of an atmosphere of mutual trust and cooperation between colleagues is important.

Work on yourself. It is reflected in aspirations such as bringing out one's potential in professional life and increasing one's professional skills. People with a high score in this area are interested in learning more about their professional skills and opportunities for their development .

Achievement orientation. The tendency to strive for clear and tangible results and achievements in one's professional activities and, in many cases, to overestimate oneself. A person with a high index in this direction is characterized by the tendency to judge not by the process of work performed by him, but by its result . At the same time, it is characteristic of such people to clearly plan the consequences of their actions.

Spiritual satisfaction. A person's profession, activity is spiritual it is reflected in its focus on bringing satisfaction, striving to have an interesting, meaningful job or profession. People who have a high index in this direction seek to understand their work in depth, and enjoy the progress and process of the work rather than the result of the work they have done. It is characteristic of such people not to worry about the work they have done, to treat it with confidence, in a certain sense, with pride.

Preservation of identity . It is reflected in their efforts to differentiate themselves from others by using a unique method in their work. People with a high index in this direction tend to choose unconventional, unique and rare specialties to emphasize their uniqueness.

Education is the field of education

To have a high reputation . It is reflected in a person's desire to have a highly valued level of education in society. People with a high index in this direction are able to stand out from others with their own or the level of education they want to achieve , work more on their personal status, have a wide range of they will be raised in exchange for commanding knowledge.

High material security. It is reflected in the pursuit of education that brings a high salary or other material income. This direction is characterized by the desire to achieve a higher level of education , if a person with a high blind seller is not satisfied with the profession he is performing in raising his material opportunities.

Creativity. *It is reflected in the desire to find* something new in the field of knowledge that a person is studying , to contribute to this field. A person with a high index in this direction tends to study it deeper and learn new aspects in order to introduce something new to the field of knowledge he is studying.

Active social relationships. It is reflected in a person's desire to harmonize with a certain social group and to be with it . People with a high index in this direction tend to bring their information to a certain level in order to have strong relationships with people belonging to a certain social group .

yourself . It is reflected in a person's desire to acquire knowledge, master new professional or knowledge fields, and increase his knowledge in order to develop his abilities . People with a high index in this direction are distinguished by their ability to read, learn, and thus develop themselves.

Achievement orientation. In the process of education, it is reflected in a person's desire to achieve certain results (admission to study, defense of a dissertation, material maturity) or to achieve other life goals. People with a high index in this direction are distinguished by the ability to plan each stage of the educational process, think about the consequences, and set clear goals for themselves at each stage . At the same time, they tend to overestimate themselves.

Spiritual satisfaction. *It is expressed in* a person's desire to study a certain field of knowledge in depth, especially its content . People with a high index in this direction feel a strong need to learn, strive to increase their level of knowledge, acquire a deeper understanding of the relevant field of knowledge, and get satisfaction from it.

one's self . *It is reflected in a person's* adherence to principles that are specific to his personal characteristics in his education . People with a high index in this direction have their own direction in education, they are distinguished by the desire to be different from others, to follow their life principle without form. .

Family life

have a high reputation . *Strive to live a family life that catches the eye of others* . People with a high score in this direction are often curious to know what other people think about their family life.

High material security. *The quality of striving to increase the material support* of one's family as much as possible. People with a high index in this direction usually believe that the happiness and stability of the family depends primarily on its material support.

Creativity. *It is reflected* in a person's desire to make some changes and innovations in his family life . A person with a high index in this direction is distinguished by his constant desire to make life in his family colorful (for example, updating the places of household appliances, new family vacations, new inventing traditional methods, etc.)

Active social relationships. *It is reflected* in giving importance to a person's interactions with family members . People with a high index in this direction are distinguished by the fact that they attach importance to the performance of a certain social task by their family members.

Work on yourself. It is reflected in a person's desire to change various character traits in a positive direction in the process of family life . People with a high index in this direction are interested in getting more information about their personal qualities and abilities, and are ready to perform one or another type of activity based on family requirements . .

Achievement orientation . To achieve concrete results in one's family life (for example, to read more to one's children - learning to write, building a new house, creating more perfect family life conditions) is reflected in their aspirations. People with high scores in this direction are often interested in learning about other people's family lives , comparing their own family success to the success of others in their family life . they want to know how important it is.

Spiritual satisfaction . It is reflected in a person's desire to be spiritually close to all family members , to understand them . People with a high index in this direction value true love, family peace, tranquility, and mutual respect in family life and consider these to be the most important conditions for family happiness.

Preservation of identity . It is reflected in a person's desire to create his own lifestyle based on his personal views, wishes , and ideas . People who score high on this dimension often express their individuality and even want to be independent from their families (for example, take vacations alone to transfer, etc.) *They* strive.

The sphere of social life

To have a high reputation. It is reflected in a person's desire to adhere to and accept widespread views in his political and social life. People with a high index of this orientation can take an active part in social and political issues, but they usually do not express their own opinions, but the ideas of people who are valued and believed by many. they advance. In this way , they strive to make themselves equal to the people of a higher class, to people within their circle.

High material security . It is reflected in a person's desire to engage in social activities in return for some material incentive . People with a high index in this direction tend to engage in material benefit, social activities that can be used for profit - organization, leadership.

Creativity . It is reflected in a person's desire to change and renew his sphere of social activity or style . People with a high index in this direction are usually responsive to such changes taking place in social and political life . In business activities, they tend to abandon old methods and invent new directions.

Active social relations . Kishinipg to communicate it is reflected in the desire to manifest its orientation through active social life , people with a high index in this direction are able to establish close relations with representatives of a certain social group, to cooperate , they seek to gain a social status that helps in propaganda work .

Work on yourself . It is reflected in a person's efforts to reveal and develop his abilities in the field of social life . People with a high index in this direction are distinguished by their social life skills (communication, organization, etc.) *and their* interest in learning more about ways to develop them. .

Achievement orientation . It is reflected in a person's desire to achieve concrete results and achievements in social and political life, but this direction is often accompanied by desires such as high self-esteem and self-improvement. . People with a high index in this direction usually want to clearly plan their social activities , set specific goals at each stage and strive to achieve them no matter what.

Spiritual satisfaction. It is reflected in a person's desire to engage in social activities in order to make society's life happy and beautiful. People with a high index in this direction are distinguished by the

fact that they enjoy the process of this activity more than the results of their activities related to people.

Preservation of identity. *It is expressed in a person's* desire not to be influenced by various social and political views . People with a high index in this direction appreciate very rare social and political ideas , and often such testers social - have political views.

A world of interests

To have a high reputation . It is reflected in a person's desire to be busy with his favorite activities in his free time . A person with a high index in this direction spends his free time on activities that are compatible with the thoughts and ideas of people he values, who are role models for him , or they are busy. imitating the work they are doing or developing themselves and improving their skills by imitating the work they are engaged in .

High material security . It is reflected in a person's desire to engage in leisure activities that bring material benefits and are interesting for the person . People with a high index in this direction are busy with work of purely practical importance (for example, selling and bartering products of interest, such as poultry, pigeon breeding) in their free time. ladies

Creativity. Examples of creativity in a person's field of interest are reflected in their desire to engage in activities that open up wide opportunities for innovation . People who have a high score in this direction always try to be creative in the field they are interested in and introduce some changes and innovations.

Active social relations . It is reflected in a person 's tendency to express his people-orientation through his interests . People with a high index in this direction tend to engage in community activities, look for like-minded people and cooperate with them .

Work on yourself. It is reflected in a person's desire to use his abilities and opportunities as efficiently as possible. People with a high score in this direction try to master different fields and try their hand at different activities.

Achievement orientation. It is reflected in a person's pursuit of specific goals within his interests and striving to achieve them. People with a high index in this direction tend to achieve real results in the field of their interests, feel the importance of their achievements and, motivated by this, set new goals.

Spiritual satisfaction. It is reflected in a person's desire to engage in a hobby he loves wholeheartedly and to understand its meaning more deeply. People who have a high score in this direction usually enjoy the process of training, and receive spiritual nourishment, rather than the result of what they have done.

Preservation of identity. It is reflected in a person's desire to engage in areas that highlight his or her personality. People with a high score in this direction are able to engage in non-traditional activities, strive to create rare things, works, have a unique way of thinking, have a profession. tend to deepen their abilities more and more.