

3. *Мучински П.* Психология, профессия, карьера. 7–е изд. Санкт-Петербург: Питер, 2004. 539 с.
4. *Мескон М.Х., Альберт М., Хедоури Ф.* Основы менеджмента: пер. с англ. Москва: Дело, 1992. 702 с.
5. *Свон Р.Д.* Эффективность правоохранительной деятельности и ее кадровое обеспечение в США и России. Санкт-Петербург: Алетейя, 2000. 296 с.
6. *Чарльз М.Т.* Современное состояние и перспективы профессиональной подготовки сотрудников полиции (милиции) США и России. Санкт-Петербург: Алетейя, 2000. 268 с.
7. *Barko V., Beck A., Tatarenko A.* (2002) Developing of Police Management Training in Post-Soviet Societies: Understanding the Context and setting the Agenda. *Police Quarterly*. Vol. 5. № 4. P. 447–469.

#### REFERENCES

1. *Barko, V.I.* (2003) *Psykhologhiia upravlinnia personalom orhaniv vnutrishnikh sprav (proaktyvnyi pidkhd): monohrafiia. "Psychology of Personnel Management in the Internal Affairs (Proactive Approach)": monograph.* Kyiv: Nika-Center. 448 p. [in Ukrainian].
2. *Zhuravliov, A.L.* (1993) *Kommunikativnyye kachestva lichnosti rukovoditelya i effektivnost' rukovodstva kollektivom. "Communicative Qualities of the Personality of the Leader and the Effectiveness of Team Management".* *Issues of Psychology* No 1, 57–67 pp. [in Russian].
3. *Muchynskiy, P.* (2004) *Psykhologhiya, professyia, karera. "Psychology, Profession, Career".* 7th ed. St. Petersburg: Peter. 539 p. [in Russian].
4. *Meskon, M.Kh., Albert, M., Khedoury, F.* (1992) *Osnovy menedzhmenta. "Bases of Management": transl. from English.* Moscow: Delo. 702 p. [in Russian].
5. *Svon, R.D.* (2000) *Effektivnost' pravookhranitel'noy deyatel'nosti i yeye kadrovoye obespecheniye v SSHA i Rossii. "The Effectiveness of Law Enforcement and Its Staffing in the United States and Russia".* St. Petersburg: Aletheia. 296 p. [in Russian].
6. *Charlz, M.T.* (2000) *Sovremennoye sostoyaniye i perspektivy professional'noy podgotovki sotrudnikov politsii (militsii) SSHA i Rossii. "The Current State and Prospects of Professional Training of Police Officers (militia) of the USA and Russia".* St. Petersburg: Aletheia. 268 p. [in Russian].
7. *Barko, V., Beck, A., Tatarenko, A.* (2002) *Developing of Police Management Training in Post-Soviet Societies: Understanding the Context and Setting the Agenda. Police Quarterly* 4. Vol. 5. P. 447–469 [in English].

UDC 159.922

**V.I. Barko,**

Doctor of Psychological Sciences, Full Professor,  
Chief Researcher, State Research Institute MIA Ukraine, Kyiv, Ukraine,  
ORCID ID 0000-0003-4962-0975

**V.V. Barko,**

Candidate of Pedagogical Sciences, Senior Researcher,  
State Research Institute MIA Ukraine, Kyiv, Ukraine,  
ORCID ID 0000-0002-3836-2627

#### PSYCHOLOGICAL FACTORS OF MANAGER'S WORK WITH THE STAFF OF THE NATIONAL POLICE OF UKRAINE

Paper is devoted to the issue of preparing the heads of the units of the National Police for the effective management of personnel. Experience of the work of the police managers of developed foreign countries shows growing attention to the study of psychological factors of the effectiveness of the police, the creation of conditions for the preservation of physical and psychological health of staff, the conduct of psychoprophylaxis.

Paper shows that activities of the policing are one of the most complicated, accompanied by significant physical and psychological stresses on employees, often poses a threat to their lives and health. Paper focuses on the bases of modern concepts of police management which are the idea of a proactive approach, aimed to provide psychological prevention of conflicts, stress, employee dissatisfaction, etc.

It was established that the psychological conditions for the implementation of such a management are realization by the chief of a humanistic personally oriented approach to the police personnel; organization of an effective team work and leadership in divisions; motivation and stimulation of the activities.

It is the proactive approach to the management that ensures the high work efficiency of police subdivisions and ensures their physical and psychological health. Paper shows that in order to implement it is important to carry out the psychological training of the police chiefs, aimed at development of skills of proactive personnel management.

Effective means of such training is the introduction into practice of occupational trainings of police subdivisions chiefs of the technology of professional psychological training.

**Keywords:** psychological principles, personnel management, psychoprophylaxis, police, managers, professional psychological training.

Отримано 22.11.2018