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УКРАЇНСЬКОМОВНА АДАПТАЦІЯ КАЛІФОРНІЙСЬКОГО ПСИХОЛОГІЧНОГО ОПІТУВАЛЬНИКА ДЛЯ ВИКОРИСТАННЯ В РОБОТІ З ПЕРСОНАЛОМ ОРГАНІВ МВС УКРАЇНИ

Стаття присвячена питанням україномовної адаптації психодіагностичної методики «Каліфорнійський психологічний опитувальник» (СРІ) в межах вдосконалення системи психологічного забезпечення роботи з персоналом органів системи МВС України. У нашій країні досить не розроблено україномовного варіанту цього опитувальника, хоча його діагностичний потенціал досить значний і може використовуватися в правоохоронних органах держави. Автори статті досвідно розвивають теоретичні основи і експериментальну структуру експериментального дослідження, в якому взяли участь більше тисячі співробітників Національної поліції України з різних підрозділів (внутрішньої та кримінальної поліції, діяльності інспекторів). В статті наводяться україномовний текст опитувальника (СРІ-У) і ключі до нього. Основні шкали СРІ-У, яких є двадцять, групуються в чотири категорії – а) відносини з іншими – свідчать про ступінь емоційності, змученості в соці, б) уважливості собою – вказує пристосованість, зрілість, соціальну відповідальність особи; в) мотивація – вказує здатність до самореалізації; г) особистісні характеристики – вказує деякі характерологічні особливості професіонала. Латентно-структурний твердження оригінального варіанту СРІ дозволяє виокремити ті, котрі чітко належать певним шкалам, із числа останніх були відібрані 134 твердження, які виступають найбільш розуміваними україномовними респондентами і в певній мірі відображали усі шкали опитувальника СРІ-У. Також у статті представлено середньостатистичні шкалові норми, а також основні психометричні характеристики адаптованого СРІ-У – критеріальну і конструктивну валідність, надійність (тест-тестову і паралельну форми), внутрішню узгодженість шкал (кофі). Показано, що за результатами виконання СРІ-У психолог може встановити, до якого особистісного типу належить респондент: висока і середня індекси за шкалами стегненого типу реалізації і низька за шкалами стегненого типу реалізації дозволяють віднести особу до альфа-чи гамма-типу; низька значення за стегновими шкалами шкалами і висока за стегновими – означають належність особи до бета- або дельта-типу. Відзначається, що більшість працівників поліції продемонстрували показники за альфа- (55-65%) і гамма- (16-18%) типами особистості, які є продуктивними для правоохоронної діяльності і характеризуються екстравертністю, оптимізмом, зберігали тенденції, енергійністю тощо. Результати дослідження довели діагностичну ефективність адаптованого опитувальника і доцільність його використання у процесі психологічного забезпечення роботи з персоналом органів системи МВС України.

Ключові слова: Каліфорнійський психологічний опитувальник; україномовна адаптація; психометричні характеристики; валідність; середньонормативні показники; внутрішня узгодженість.

Вступ. Важливим напрямом роботи з персоналом. Згідно з підвищення ефективності діяльності органів системи МВС України є вдосконалення системи психологічного забезпечення роботи з персоналом. Згідно з нормативними документами, добір на службу і конкурс на посади до поліції проводиться в декілька етапів, одним з яких

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