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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» (CPI) в межах вдосконалення системи психологічного забезпечення роботи з персоналом органів системи МВС України. У нашій країні досі не розроблено україномовного варіанту цього опитувальника, хоча його діагностичний потенціал досить значний і може використовуватися в правоохоронних органах держави. Автори статті докладно розкривають теоретичні основи і експертну 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 (CPI-U) і ключі до нього. Основні шкали CPI-U, яких є двадцять, групуються в чотири категорії – а) відносини з іншими – свідчать про ступінь емпатичності, уважності в соці, б) уважності собою – вказує пристосованість, зрілість, соціальну відповідальність особи, в) мотивація – вказує здатність до самореалізації, г) особистісні характеристики – вказує деякі характерологічні особливості працівника. Латентно-структурний твердження оригінального варіанту CPI дозволяє виокремити ті, котрі чітко належать певним шкалам, із числа ознак які були відібрані 134 твердження, які виступають найбільш розуміваними україномовними респондентами і в певній мірі відображали усі шкали опитувальника CPI-U. Також у статті представлено середньостатистичні шкали норми, а також основні психометричні характеристики адаптованого CPI-U – критеріальну і конструктивну валідність, надійність (тест-тестову і паралельну форми), внутрішню узгодженість шкал (кофі). Показано, що за результатами виконання CPI-U 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 шкалами – 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, зідержаністю тенденціям, 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; надійність; 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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