

SUMMARY

Theme: «The impact of professional deformation of migration service employees on interpersonal conflict: ways to overcome (on the example of the Department of the Federal Migration Service in the Kabardino-Balkar Republic)»

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Relevance of research topic consists in the fact that professional activity is a fundamentally important place in the life of each individual. The professional activity of the individual largely defines and determines the social formation of man, the basic features of his lifestyle, personal attitudes and behavior. The allegations of the specific mechanisms existence impact of professional activities on the structure of consciousness in the world of science has never denied, however, and did not find its full scientific justification and explanation.

However, the most profound and complex of adverse destruction of the human personality as an employee characteristic of occupations in which the prevailing system of interaction of the type "man – man", for example, employees of Ministry of internal affairs, employees of the Federal migration service and other organizations of this type. Professional activity of the employees of the migration service involves the process of interaction with their customers, understanding and awareness of the essence of social problems faced by the client, personal vulnerability, and the presence of other destructive psychological factors that have a negative impact on the psychological health of the employee.

Thus, **the research purpose** is to develop recommendations for the prevention of professional deformation of the migration service's employees. To achieve the objectives of the present study requires **the following tasks:**

- explore the concepts and the reasons of occurrence of professional deformation;

- to examine the conflict generating factor of professional deformation;
- to reveal the specificity of activity of the Department of the Kabardino-Balkarian Republic Federal Migration Service city of Nalchik;
- to develop an action plan aimed at overcoming and prevention of professional deformation of employees of Department of the Federal Migration Service in Nalchik.

Theoretical importance of research consists that on the basis of the conducted analysis existing scientific approaches to the study of the influence of employees professional deformation of the migration service we have developed and proposed an effective methodological mechanisms for further research of socio-psychological peculiarities of personality professional deformation and for the prevention of professional deformation of employees of the migration service. **The practical significance** of the research is that we have developed a program aimed at prevention of professional deformation of employees of the migration service, as well as proposed recommendations for its prevention, can be used by heads of migration services, and other heads of organizations, whose activity is connected with the work with foreign citizens and migrants. Developed and tested technology, criteria, indicators and levels and empirical data can be used by psychologists, heads of various law enforcement agencies in the prevention of personal and professional deformations.

As a result, based on the studied material we developed a program to identify the availability of professional deformation of employees of the migration service and the subsequent remedial work. The program contributes to the prevention of the professional deformation of employees of the Federal migration service on the occurrence of interpersonal conflicts. Based on all the work and of the material studied in general, we have developed the following recommendations that will prevent the development of professional deformation and reduce its impact on the personality of the professional:

1. The Department of the Federal Migration Service must learn to specify and define long-term and short-term goals.
2. Use "time-outs". Sometimes you just have to escape from all the problems; you can find any activities that will bring you pleasure.
3. Master the skills of self-regulation. The possession of such psychological skills and abilities as goal setting, relaxation and positive mood reduce stress levels, leading to "burnout".
4. To develop professional competencies and to strive for self-improvement. One of the most effective ways to prevent a syndrome of emotional combustion is the exchange of professional information with representatives of other services.

5. Avoidance of unnecessary competition. The high level of competition in the workplace can lead to poor employee health creates a tension and anxiety that can lead to violent reactions.

6. Emotional communication. If an employee has a chance to speak and to analyze their own feelings and emotions, then it would significantly lead to reduction of the probability of "burnout", or this process will not be apparent.

7. Maintaining a good athletic shape.