

## PSYCHOLOGICAL FACTORS OF IMPROVING PROFESSIONAL COMPETENCE OF PROSECUTORS

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**Abstract:** The article examines the psychological factors influencing the development and improvement of professional competence among prosecution officers. Within the framework of an empirical study (n=84), the features of socio-psychological adaptation, emotional resilience, and motivational sphere of prosecutors were analyzed. It was found that the level of stress resistance and professional identity directly correlates with job satisfaction and readiness for self-development. The article concludes that it is necessary to implement psychological programs aimed at preventing professional deformation and strengthening intrinsic motivation.

**Keywords:** professional competence, prosecutors, psychological factors, stress resistance, adaptation, professional identity.

### Introduction

The modern conditions of the prosecution service in the Republic of Uzbekistan and beyond are characterized by a high level of responsibility, the necessity of rapid response to changes in legislation and public life, as well as significant psycho-emotional stress. Prosecutors face the daily challenge of solving complex tasks under conditions of time and information deficit, which requires not only legal competence but also well-developed psychological resources [1]. In recent years, increasing attention in scientific literature has been given to the problem of psychological competence of legal professionals. In particular, studies highlight the importance of developing qualities such as stress resistance, self-control, emotional regulation, and decision-making ability under uncertainty [3]. According to L. G. Khaliullina [2], difficulties in the professional adaptation of young prosecutors are directly associated with an increased risk of emotional burnout and professional deformation.

Special attention should be given to the phenomenon of professional deformation, which manifests itself in stereotypical thinking, formalism, and reduced empathy towards citizens. The presence of such distortions not only worsens the quality of professional activity but also decreases public trust in prosecutorial institutions. In this context, the prevention of deformation through the development of self-regulation skills, professional reflection, and communication culture plays a crucial role [4].

Another important research area is job satisfaction among prosecutors. As shown in the works of both domestic and foreign scholars [6], this factor is closely linked to the level of professional identity, self-assessment of competence, and intrinsic motivation. Insufficient job satisfaction leads to higher staff turnover, reduced productivity, and professional burnout.

Thus, the relevance of this study lies in the need for a comprehensive analysis of psychological factors that influence the improvement of professional competence among prosecutors. The results of the study will help clarify the mechanisms of psychological resilience, professional identity, and motivation, thereby contributing to the optimization of personnel policy and the overall effectiveness of the prosecution service.

### Methodology of the Study

The empirical study was conducted in 2023–2024 at the Academy of the Prosecution Service and regional departments.

**Sample:** 84 employees (72 men, 12 women) with work experience ranging from 1 to 15 years.

**Methods applied:**

socio-psychological adaptation questionnaire;  
burnout level diagnostic method;  
self-assessment scale of professional competence;  
job satisfaction questionnaire.

**Statistical processing:** Pearson correlation analysis, Student's t-test.

**Results and Discussion**

*Socio-psychological adaptation.* Young employees (with up to 3 years of service) showed a lower level of adaptation ( $M=42.1$ ;  $SD=5.3$ ) compared to experienced ones ( $M=54.7$ ;  $SD=6.2$ ). This confirms the importance of mentoring and psychological support [2].

*Emotional stability and stress resistance.* A high level of neuropsychological stability positively correlated with job satisfaction ( $r=0.46$ ;  $p<0.01$ ) and a decrease in burnout symptoms.

*Motivational sphere.* Employees oriented toward intrinsic motives (justice, professional development) demonstrated a higher level of competence than those motivated solely by extrinsic factors (salary, status). These findings are consistent with Self-Determination Theory [4].

*Professional identity.* A well-formed professional identity was associated with higher self-assessment of competence and readiness for professional development ( $r=0.52$ ;  $p<0.01$ ).

**Conclusion**

The psychological factors determining the effectiveness of prosecutors' professional activity include:

- high levels of stress resistance and emotional self-regulation;
- successful socio-psychological adaptation at the early stages of a career;
- strong intrinsic motivation;
- a well-formed professional identity;
- prevention of professional deformation.

The results of the study confirm the necessity of introducing systemic psychological programs within the system of professional training and advanced education for prosecutors.

**Practical Recommendations**

Based on the results of the study, the following recommendations can be proposed for improving the psychological support system for prosecutors:

1. Implementation of mentoring programs for young employees to facilitate social and professional adaptation and reduce the risk of professional maladjustment.
2. Regular psychological diagnostics (monitoring stress, burnout, and motivation) as part of the personnel evaluation system to identify risks in a timely manner.
3. Training programs on stress management and emotional regulation, including cognitive-behavioral techniques, mindfulness practices, and self-regulation strategies.
4. Development of professional identity through specialized seminars, professional reflection groups, and discussions of ethical standards in prosecutorial activities.
5. Motivation management: strengthening intrinsic motivation (justice, professional growth) via career development programs, recognition of achievements, and transparent promotion criteria.
6. Burnout prevention measures, including a balanced workload, opportunities for professional growth, and psychological counseling.
7. Promotion of communicative and emotional competence, which can reduce the risks of formalism and professional deformation, while improving interactions with citizens and colleagues.

8. Integration of psychological training into continuing education at the Academy of the Prosecutor's Office, focusing on resilience, leadership, and decision-making under uncertainty.

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