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Professional psychological selection for risky jobs using digital technologies

The computer technology using expands the psychologist's ability to work with the staff and the professional and psychological selection of candidates for risky job. The modern software allows to create large databases, automated psycho-diagnostic complexes with instant calculation of the obtained data. It gives an opportunity for acceleration of the process of professional-psychological selection procedure and its possible extension without losing more time than needed. That will help the psychologist to collect more information about the individual psychological features of the candidate for the risky job.

Besides professional and psychological selection, it gives a possibility to screen the actual psychological state for the introduction of psychological and preventive actions and their extension for employees of jobs directly related to the direct risk to life. There are a lot of directions of us of automated psychodiagnostic complexes in the field of education and training.

Nowadays, there are automated psychodiagnostic complexes that solve the problem of professional and psychological selection for military service, civil protection officers, National Guard of Ukraine.

Such complexes are the automated psychodiagnostic complex “Psychodiagnostics ver.1” and the automated psychodiagnostic complex “Determination of psychological readiness for risk of servicemen of the National Guard of Ukraine” [1]. These complexes are programs with a base of psychological methods and the possibility of their automatic calculation, storing of the received information in the database. Such possibilities of psychodiagnostic complexes fulfill the function of forecasting and selection of candidates for different positions.

Those programs have a test set methods for studying of the individual psychological state of candidates for military service, as follows: intellectual abilities; stress resilience; volitional qualities; accentuation of character; predisposition to risk; adaptability in the team; ability to work in a team; emotional condition; predisposition to suicide.

These testing programs have a subsequent defect: user-unfriendly interface; low data processing speed; absence of feedback mechanisms; absence of online mode;

The foreign program of the selection of candidates for military service is a diagnostic complex ASVAB that has been developing as a main complex of professional selection of soldiers with prognostication of successful service in the army. It's presented as a system of cognitive capabilities, perception of information, using and knowledge of devices, spatial thinking, data processing. Nowadays, the test is being modified to the

automated variant. The updated version has the is named CAT - ASVAB, the automated complex gives an possibility of the remote passing of test and processing of data in a selection center (MET) without departure of candidate[3, 4]. The renewed automated form changes from to paper form testing of possibilities of which were limited and used to take a lot of time to its passing and further treatment. Possibilities of modern software allow to conduct testing with the automatic change of complication of tests tuned under a candidate, if the candidate doesn't give an answer, the programme asks the question that is simpler level. And also it gives reduction of test questions, that results in reduction of time on passing of test a candidate. But it is being complemented by 15 control questions. Such modification of test guarantees that the obtained data will be as reliable as the result of the paper form test. In its turn, adjusting the test for the candidate is setting of those elements that meet his mental possibilities the most and it will influence on passing.

In this way, automated psycho-diagnostic complexes use considerably abbreviates psychologist's work time, and realization of testing for a candidate on passing of service, also decrease the using of resources, gives the new possibilities of realization of psychological prophylaxis, determination of motivation on the different stages of service, studies. The automated psycho-diagnostic complex "Psychodiagnostic (ver. 1)" and psycho-diagnostic complex for determination of psychological readiness to the risk of servicemen of National guard of Ukraine are created for determination of psychological professionally-important qualities of office workers of MIA of the National guard of Ukraine. They have a far of test methodologies, possibility of the selective use of methodology for research of certain psychological features of candidate. Defects are impossibility of the remote passing of tests, functioning on out-of-date software. Defects in the automated complex CAT - ASVAB consist in absence of tests for research and.

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