

## FACTORS INFLUENCING THE STAFFING OF INTERNAL AFFAIRS BODIES

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### Abstract

The article highlights the large-scale work has been carried out to improve the system of internal affairs agencies, especially the activities of internal affairs agencies to maintain protecting public order in the territory, ensuring the safety of citizens. Also presents factors influencing the staffing of internal affairs agencies.

### Key words

staff of the internal affairs bodies, protection of public order, ensuring the safety of citizens, personnel training, military service, professional and combat training.

**Introduction.** As the head of our state has repeated, one of the most important tasks is to educate young personnel with high morale, independent thinking, capable of taking responsibility for the fate and prospects of our country.

A staff of the internal affairs bodies, as a civil servant, performs mandatory actions that are provided for by the Constitution of Uzbekistan and other regulatory legal acts and form the essence of professional service activities. A staff of the internal affairs body, as a civil servant, acts on behalf of the state and in the interests of the state, representing its interests, in connection with which he must fulfill his duties in accordance with the provisions of the Constitution.

Over the past years, large-scale work has been carried out to improve the system of internal affairs agencies. In particular, significant work has been carried out to develop and strengthen the lower levels of internal affairs agencies, which are organized for the purpose of protecting public order in the territory, ensuring the safety of citizens, preventing offenses and combating crime.

Some scholars give such kind of opinions, for instance, there are factors and influence on staffing:

1. Business strategy: expansion or contraction of business operations can increase or decrease staffing needs.

2. Organizational structure: hierarchical structures may require more managerial roles, while flat structures may require more frontline workers.

3. Technology: automation can reduce staffing needs, while digitalization can create new roles.

4. Economic conditions: booming economy can increase staffing needs, while a recession can decrease them.

5. Legal and regulatory environment: changes in laws or regulations can necessitate changes in staffing.

6. Seasonality: certain times of the year may require more staff due to increased demand.

7. Employee skills and abilities: lack of certain skills among current employees can create a need for new hires.<sup>187</sup>

**Literature review.** Today, new technologies penetrate into all aspects of our lives, requiring employees to work on themselves and improve their knowledge on a daily basis. Of course, every employee serving the interests of the people must, first of all, be distinguished by knowledge, spiritual and moral qualities, and a broad outlook.

However, unfortunately, we have to admit that there are still staff who are unable to adapt to the pace of reforms and new methods of work and continue to think in the old fashioned mindset. There are cases when illegal actions of individual staff cause justified public discontent. All such cases are carefully studied, investigations are conducted, a system of punishment of the guilty in accordance with the procedure established by law has been created. The leadership of the Ministry is systematically working to cleanse our ranks of such staff and replace them with patriotic, dedicated personnel who will honestly serve in the name of public peace.

In his congratulations to the staff and veterans of the industry on the occasion of the 30th anniversary of the formation of the internal affairs bodies and October 25 – the Day of the staff of the internal affairs bodies, our President also separately focused on the direction of training personnel in the internal affairs bodies. In particular, a fundamentally new procedure for training specialists has been created, systemic measures are being implemented to ensure the career growth of employees taking into account their qualifications, as well as to increase the professional potential of managers. A two-stage modern system of higher education has been introduced at the Academy of the Ministry of Internal Affairs, including bachelor's and master's degrees, new educational mechanisms have been

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<https://www.studocu.com/en-gb/messages/question/7131136/analyse-factors-that-could-influence-staffing-requirements-and-patterns>

introduced that ensure a harmonious combination of theory and practice in the educational process.

Also, in order to increase the human resources potential of the internal affairs agencies, to prepare innovative and forward-thinking staff for the industry, specialized boarding schools “Temurbeklar Maktabi”, as well as academic lyceums have been opened in all regions. Based on modern requirements, new units have been created specializing in ensuring safe tourism, probation, combating cybercrime, and training qualified and experienced personnel for these areas is one of the main tasks today.

The processes of training, retraining and continuous professional development of personnel in the internal affairs agencies are of great importance for the high-quality performance by the internal affairs agencies of tasks to protect the rights, freedoms and legitimate interests of citizens, the property of individuals and legal entities, the constitutional order, ensuring the rule of law, personal, public and state security, as well as the prevention and suppression of crimes.

One of the urgent tasks in the sphere of management of the internal affairs bodies of Uzbekistan is the effective organization of professional and combat training of staff of the internal affairs bodies.

Establish that citizens of the Republic of Uzbekistan who are capable of performing the duties of an staff due to their health and physical fitness are accepted for service in the internal affairs bodies on a competitive basis. Also, before entering service in the internal affairs bodies, men are required to undergo compulsory military service in the Armed Forces of the Republic of Uzbekistan or military service in the conscription reserve, or undergo military training in higher educational institutions.

**Discussion.** The internal affairs bodies are one of the most effective structures included in the system of law enforcement bodies of the state. They perform various, complex and extremely important functions to maintain public order, combat crime, ensure the peaceful life of society and the state, and also carry out other law enforcement activities related to the protection of the rights and legitimate interests of a person and citizen.

At the same time, the fulfillment of the tasks facing the internal affairs agencies largely determines the relevance of the composition of the personnel, their professional skills, moral-psychological and spiritual-educational training, as well as the effective protection of the legitimate rights and interests of citizens, ensuring the security of the state and society, primarily the training of personnel of the internal affairs agencies, increasing their professional and combat readiness.

In the effective implementation of personnel policy, issues related to the improvement of professional and combat training of employees of internal affairs bodies are of particular importance. Today, law enforcement officers have to face many non-standard situations, the resolution of which sometimes largely depends on their patriotism and professional skills, as well as the ability to act in strict accordance with the law. The formation of these and other necessary qualities of staff of internal affairs bodies should be ensured by an effective system of professional and combat training in the system of the Ministry of Internal Affairs.

As our President Shavkat Mirziyoyev emphasized: "We are seriously working on creating an effective system for training personnel who think in a new and independent way, who are responsible, proactive, who have mastered advanced management methods to perfection, who are honest, and who are devoted to their homeland and people." "...The people themselves will evaluate the activities of their leaders, based on their trust in them and the level of effectiveness in solving the problems that concern them."<sup>188</sup>.

In order to implement the above words of our President, each head of the internal affairs agencies must critically review and analyze their activities, and, instead of simply scolding and reprimanding subordinates who have made mistakes and shortcomings in service, conduct targeted work to improve their knowledge and professional skills. In this case, it is advisable to organize training events, including with the participation of employees.

For example, it would be useful to allocate two days a week and, depending on the workload, organize an additional 30-40 minutes of training at the beginning of the month to convey to the personnel the main meaning and content of current or newly adopted regulatory legal acts, the experience of internal affairs agencies in other regions, and foreign experience. In the future, depending on their abilities, employees should also be involved as keynote speakers at training sessions. This not only increases the level of legal knowledge of employees, but also helps them strive for innovation, analyze information, and develop teaching skills.

Every leader must be not only a manager, but also a modern manager, as well as an experienced teacher, acting as a mentor for his subordinates. To achieve the goals that we have set for ourselves today, every manager must be a leader who is able to understand, analyze and find solutions to problems on the ground, and motivate his employees to follow this example. To do this, managers must, first of all, constantly improve their own knowledge and implement targeted measures to improve the knowledge of their employees. A leader who avoids solving a

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<sup>188</sup> Ўзбекистон Республикаси Президентлигига номзод Шавкат Мирзиёевнинг дастури // Фундаментал иқтисод илмий амалий журнали. (Манба: [Ozlibep.uz](http://Ozlibep.uz) сайти. 2016 йил 01 ноябрь).

problem, saying: “I do not understand this area, I am not an expert”, always drags the industry down. Likewise, a manager who sees his subordinates as competitors will also destroy the system, while the industry, on the contrary, will prosper, in short, there will be upward growth.

Information provided by the responsible body or official, established by current regulatory legal acts on the activities of all sectoral services of the internal affairs bodies and their structural divisions, is available to everyone, that is, no restrictions are allowed based on the social status of the user or other circumstances. At the same time, information on the activities of the internal affairs bodies must be provided in a timely manner, within the timeframes established by current legislation. In any case and under any circumstances, the information provided on the activities of the internal affairs bodies must be reliable, that is, based on accurate facts and data, and must be pre-checked.

Openness and transparency of the activities of internal affairs bodies, the sectoral services and their structural divisions must carry out their activities openly, in full view of others and without hiding from them. For example, a prevention inspector or a responsible employee of the road safety service is obliged to draw up a protocol and other documents on the identified administrative offense in the presence of the person who committed the offense and witnesses, clearly explaining their rights to them. However, restrictions are allowed when internal affairs bodies carry out individual investigative actions, in particular operational-search activities, based on the requirements of the current legislation, namely the Criminal Procedure Code, the Law “On Operational-Investigative Activities”, as well as departmental regulatory legal acts<sup>189</sup>.

**Conclusion.** In conclusion, it can be said that the work on the implementation of a system based on the principle of “Prosperous and Safe Neighborhood” to ensure public safety and prevent crime in residential areas has received further acceleration. Today, completely new mechanisms for organizing the activities of internal affairs agencies are being introduced. In particular, by identifying and eliminating the causes of crime in each district, family and individual, problems related to crime prevention and the fight against crime are being solved directly on the ground.

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