

Personnel Policy Conceptualization in the Context of the Scientific Research Development in the Sphere of Criminal Law

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Abstract: the current stage of criminal law development is characterized by changing requirements for the personnel skills due to their increasing significance in jurisprudence as a unified system. Therefore, there is a necessity for high-quality and relevant scientific research on personnel management in the area of criminal law. The purpose of the present work is to monitor and objectively assess the features of scientific research on personnel policy that contribute to the development of criminal law as a subject area in Russia. The authors apply the content analysis to study 343 research bulletins of the "Main Results of Scientific Research" from 2006 to 2018 focusing on the structure, design, scientific results, thematic area, relevance and methodology, which reveal the problems of transformation and development of the personnel policy concepts in criminal law. According to the interpretation method, it is substantiated that the scientific priority of research corresponds to the modern trends in the development of the personnel management system in the Russian jurisprudence. In addition, it is characterized by structural and methodological defectiveness, which leads to a decrease in the scientific character of the research's results obtained. Consequently, their implementation in penitentiary institutions is impossible. It is proved that the implementation of common requirements for the methodology of scientific research on personnel policy based on creativity, validity, science and unambiguity improves the efficiency of scientific research and forms the basis for new scientific developments. The obtained results are of an applied nature and can be useful for the development of the general requirements for scientific publications in research bulletins of the "Main Results of Scientific Research", and also in other scientific research publications on personnel management in criminal law.

Keywords: Sociology, Russia, criminal law, personnel policies, scientific publications, research methodology.

INTRODUCTION

The process of personnel management in the institutions of the penal correction system is not only a segment of public administration but also a science. What makes this process a science is the continuous effort to develop the best ways to recruit, screen, evaluate and train personnel as reflected in research activities. A good resource in the research of the problem field of the personnel policy of the penal institutions can be the normative-value complex that underlies such a source of information as the annotated newsletters "Main Results of Scientific Research" (bulletins), annually posted on the website of the Federal Penitentiary Service of Russia. Why was it chosen for analysis of the scientific research of the Federal Penitentiary Service of Russia and its subordinate organizations, and not, for example, the Ministry of Internal Affairs, other structures? Firstly, this

is due to the goals of the prison reform and its results were not very successful, which is confirmed by the "Concept of the development of the penal system of the Russian Federation" (Concept, 2010), the federal target program "Development of the penal system (2018-2026)", as well as the results of the project "Roadmap for re-socialization and the real inclusion in civil society of people who have served criminal sentences and who have been released from it in 2018-2021." Of course, the openness of the Federal Penitentiary Service of Russia to discussing the key problems of its reform, reflected in the results of the research conducted on the organization's website, which played a role in this aspect of the consideration of the declared topic.

Which of the intra-scientific values are dominant in the context under consideration? The authors agree with the idea of E.A. Mamchur which is that intra-scientific values are, firstly, "the values of a scientist's professional activity, and secondly, this is the idea of an individual scientist or community of scientists about the methods of scientific knowledge, about the form and content of its results, which carry an estimated moment (which theories are reasonable, scientific)"

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(Mamchur, 1981). The authors cannot disagree with the fact that the most important intra-scientific value, to which the researcher's activity is oriented, is the growth of new knowledge, new scientific results. In this regard, the need for the analysis of cognitive norms comes to the fore in the "methodological consciousness" due to the emphasis on reforming the modern society as a whole, the penal institutions in particular.

The purpose of the research is, as follows: to monitor and objectively assess the features of scientific research on personnel policy, which contribute to the development of criminal law as a subject area in Russia.

The objectives of the research are, as follows: to determine the place and role of research on personnel and to work with personnel in all of the research projects in Russia; to analyze the quality of scientific research on personnel in criminal law according to the following criteria: structure, methodology, design and scientific nature of the results obtained from 343 research bulletins of the "Main Results of Scientific Research" from 2006 to 2018; to substantiate the conceptual approaches for improving the research on personnel in order to develop criminal law as a subject area in Russia.

Scientific novelty: the novelty of the research lies in the fact that content analysis is applied to determine compositional, structural, thematic, methodological and demarcation shortcomings of scientific research on personnel policy in criminal law, basing on comprehensive and objective interpretive assessment. The hypothesis of the research:

1. This study is based on the assumption that, nowadays, the subject-matter of personnel and personnel management mechanisms in Russia appears to be one of the priorities of scientific research in the sphere of criminal law.
2. The results of scientific research on personnel policy in Russian criminal law are characterized with an insufficient level of scientific knowledge, which contributes to the necessity to improve the quality of the methodological technique of the scientific research.

The structure, thematic focus and methodological foundations of scientific research, as well as its recipients, are factors of increasing personnel amount and working with personnel in penal institutions.

LITERATURE REVIEW

The authors focus on the work of recent years due to the research specifics. The focus and attention of researchers is on the issues related to the analysis of the regulatory structure of research activities since the 1960s (Baranets & Ershova, 2011). Today, many areas of personnel policy in the penal correction system are being investigated, including the problematic areas. They reveal the essential characteristics of policy and its dynamics in the context of the development of the penal system, emphasizing recruiting and improving their skills, preventing the syndrome of emotional burnout and suicidal behavior typical of specialists (Ogorodnikov, 2016; Orlova & Afonin, 2015; Bukhtoyarov & Burt, 2017). Relatively new directions are considered for penal institution work within civil society (Reent, 2017). Rare works on the normative foundations of scientific research regarding the activities of institutions within the penal correction system may still be found. (Main results of scientific research, 2018). At the same time, there is a clear deficit of work on the methodological foundations of the research conducted and a clear dominance of quantitative research with active use of document analysis methods and less frequently, interrogation methods are revealed (Main results of scientific research, 2006, 2010, 2014, 2018).

RESEARCH METHODS

Content analysis of the above bulletins was chosen as the main method for achieving this goal. Moreover, the main source of information is that which the authors disseminate in their newsletters. With the help of content analysis, you can hear what and how the authors of newsletters talk with their internal audience; the recipients of these texts. Let us dwell on the general characteristics of the materials to be studied in the framework of this manuscript.

1. The website of the Federal Penitentiary Service of Russia has 14 of the 16 available annotated research newsletters (hereinafter - the bulletins) posted for the 2006-2018 period.
2. Each newsletter consists of several sections; in different years, the number of sections varies from 9 to 15.
3. The names of the sections can be adjusted, for example, by combining 2 sections of the 2010 Bulletin into 1 in 2014.

4. Some bulletins indicate the total number of research projects for each section (2014, 2018), whereas others do not have such information (2006, 2010).
5. Each section of the newsletter contains a list of topics and annotations of the results of studies carried out following the research plans of the Research Institute of the Federal Penitentiary Service of Russia and educational institutions, instructions of the leadership of the Federal Penitentiary Service of Russia, or initiatives.
6. The introduction to the ballots refers to the provision of more detailed information on the number of research studies in the appendices to these bulletins; however, these applications are not available on the site.
7. These bulletins are intended for employees of territorial bodies and the research and educational organizations of the Federal Penitentiary Service of Russia.
8. Some newsletters indicate contacts for establishing feedback in the form of addresses, phone numbers, and e-mail addresses (2006-2011), whereas others indicate contacts without e-mail addresses (2012-2016), and in recent years (2017-2018), phone numbers are not indicated.

The results of the studies of 2006, 2010, 2014, and 2018 are subject to the direct analysis described in the framework of this article.

The results of studies of 2006, 2010, 2014, 2018 are subject to direct analysis in the framework of this

article. This sample for the research is justified by the fact that 2006 and 2018. - these are the years of the first and last of the reports on scientific research posted on the above site; 2010 - the year of adoption of the Concept of development of the penal system of the Russian Federation until 2020; 2014 was chosen to ensure equal time intervals (every four years) between the texts selected for analysis. Besides, a new head of the Federal Penitentiary Service of Russia was appointed in 2014, in connection with which it was possible to expect the appearance of certain innovations in the areas of research of this organization.

RESULTS OF THE RESEARCH

An analysis of the bulletins of the reviewed period indicates that the issues of personnel and work with personnel in the 2006 and 2010 reports. presented as a separate area of research, called in 2006 as "Problems of improving work with the personnel of the Federal Penitentiary Service of Russia", and in 2010 as "Problems of personnel and work with personnel of the Federal Penitentiary Service of Russia". In 2014 and 2018, this area is included in the section "Actual problems of management, legal regulation of activity and personnel of the penal correction system". In such a situation, the authors studied research works for 2014 and 2018 presented in the joint section "Actual problems of management, legal regulation of activities and personnel of the penal correction system", and in the case of 2006 and 2010 - the researches presented then in the two above-named sections: on work with personnel and "Modern problems of management, legal regulation of the activities of institutions and bodies of the Federal Penitentiary Service of Russia".

Table 1: Texts of Bulletins for Direct Research

Years	Names of research sections	Number of researches in the section	Pages
2006	Modern problems of management, legal regulation of bodies and institutions of the Federal Penitentiary Service of Russia	51	4-17
	Problems of improving work with personnel of the Federal Penitentiary Service of Russia	31	17-26
2010	Actual problems of management, legal regulation of the activities of institutions and bodies of the Federal Penitentiary Service of Russia	52	26-42
	Problems of personnel and work with personnel of the Federal Penitentiary Service of Russia	73	64-86
2014	Actual problems of management, legal regulation of activity and personnel of the penal correction system	67	42-68
2018	Actual problems of management, legal regulation of activity and personnel of the penal correction system	69	15-39
Total	6	343	116

In the future, these sections will be called directly studied sections of the bulletins.

We will use Table 1 when considering these sections.

As one can see, 343 research topics on 116 pages of selected bulletins are subject to direct analysis. This is 16.0% of the total number of research projects (2139) carried out during the research period. At the same time, in the period 2006, 2010, and 2014, the authors studied topics, which consistently accounted for about 20% of research, but in 2018 their specific gravity is reduced to 10.0% (Bulletins, 2006, 2010, 2014, 2018). Perhaps this is due to the ongoing adjustment of the structure of the thematic focus of research, as well as with the appearance in 2014 of the joint section of research: "Actual problems of management, legal regulation of activity and personnel of the penal correction system", the materials of which were previously presented in 2 separate sections.

The following question emerges in what proportion with the dominant areas of research are those, which the authors studied? The leaders in terms of quantity and specific gravity in the list of research projects for the entire considered period are "Educational and teaching materials used in the educational process", or "Scientific products aimed at ensuring the educational process in educational institutions of the Federal Penitentiary Service of Russia" (Bulletins, 2006, 2010, 2014, 2018). Because of the actual unification of these sections in 2018 in the "Scientific, educational and methodological publications", they accounted for 52.1% of research.

A question of the types of work presented in the sections on personnel and work with personnel arises. Are such sections as "Scientific, educational and methodological publications" and "Actual problems of management, legal regulation of activity and personnel of the penal correction system" of the same order? Is it

possible that the second of these sections do not contain scientific and educational publications, and is the status of educational publications scientific if the title of one of the sections of the bulletins is scientific, educational and methodological publications? Using Table 2, the authors analyzed the types of work that are subject to direct research.

As can be seen, in 2006, educational publications accounted for 25.6% of all the studied works, and in 2010, 2014, and 2018, 49.6%, 47.8%, and 43.5%, respectively. In other words, if the specific gravity and the absolute number of scientific publications are somewhat reduced during the period under consideration, then the opposite situation holds for educational publications.

It should be noted that in the number of educational publications we include textbooks, lectures, methodological recommendations, and in scientific publications - monographs, analytical reviews and materials, series of articles, research reports. In the course of the research, a category such as "Other" was also singled out, which included works of a type not specified or types of work that are rarely found in bulletins, such as draft departmental normative acts, computer programs, and standard job descriptions. It is noteworthy that, at times, in the analyzed texts there are certain inconsistencies. For example, in the name of research - "Analytical review", and below - in the description - this text is defined as analytical materials (Bulletin, 2006). In such cases, the text is defined by the authors as analytical materials. Alternatively, in the title of the work - "Practical Guide", and the type of work is designated as "textbook" (Bulletin, 2006). The authors emphasize that they also included the relatively rare "production and practical publications" in the group of educational publications, using the terminology of GOST 7.60-2003 (primarily practical manuals). Designations of this type of work, such as the "Scientific and Practical Guide" (Bulletin, 2006), also appear in bulletins.

Table 2: Comparative Analysis of the Dynamics of Educational and Scientific Publications Subject to Direct Research

S/N	Types of researches	Years							
		2006		2010		2014		2018	
		Abs.	%	Abs.	%	Abs.	%	Abs.	%
1	Educational editions	21	25.6	62	49.6	32	47.8	22	31.9
2	Scientific publications	53	64.6	51	40.8	31	46.3	39	56.5
3	Publication type is not defined	8		12	9.6	4		8	
4	Total	82	100	125	100	67	100	69	100

In the authors' opinion, the description of textbooks with the definition of the object, the purpose of the "conducted research", etc., does not look quite correct. Thus, in the description of one of the textbooks on civil support for the activities of the penal correction system the authors read: "The object of the research is ... The purpose of the research is a comprehensive analysis of legal norms... The scientific novelty of the research lies in the fact that for the first time an attempt has been made to conduct a comprehensive research of the civil legal support of the penal correction system... The research showed that civil law has a wide scope of application" (Bulletin, 2014). Is the fact of the appearance of such descriptions of textbooks not related to the representation of these publications in the results of "scientific research"? If so, then why are the descriptions of other textbooks completely different: "The purpose of this training manual is to help cadets and students of educational institutions of the Federal Penitentiary Service of Russia, as well as practitioners of the penitentiary system, in deeper research of the legal regulation of dog handlers. The manual analyzes domestic and foreign experience, rights, obligations, guarantees of dog handlers..." (Bulletin, 2006).

Certain difficulties arise in connection with the names of the sections of the newsletters. So, if in 2006 and 2010 one of the sections of the "Main results of scientific research" devoted to work with personnel was called, respectively, "Problems of improving work with personnel of the Federal Penitentiary Service of Russia" and "Problems of personnel and working with personnel of the Federal Penitentiary Service of Russia", then in 2014 and 2018, the phrase "Actual problems" appears in the title of the studied sections. This situation is also common concerning educational publications, methodological recommendations, etc. We are talking about the fact that in the case of educational publications, they can be called not only educational but also "scientific and practical," though the latter type is not presented in the standard GOST 7.60-2003. The situation with the names of guidelines is similar. The aforementioned may seem like a completely insignificant remark, but it is possible to evaluate this situation differently, resorting to the following metaphor: the word can be both a letter of commendation and a target.

As for the reports on researches, for the entire period under review, 13 of 343 works accounted for these reports. In 2006, they were called "reports on researches", in 2014 - "final reports on researches", in 2018 - "final reports on researches", and in 2010, this

type of work was missing. It is also noteworthy how the descriptions of the object, subject, goal, objectives, etc. of the conducted researches are presented in the bulletins: in some cases, they are not determined (Bulletin, 2006), in others, they are partially determined - only the object and purpose (Bulletin, 2018), in isolated cases, scientific novelty (Bulletin, 2014) and the subject of the research (Bulletin, 2018) are determined.

Concerning the thematic focus of research reports, throughout the research period, it is distinguished by an emphasis not only on improving the efficiency of work with future specialists and their adaptation to service in penal institutions, but also on solving the social and professional problems of employees of institutions.

The authors have also revealed such a feature as the implementation on the same topic by the same authors (or with their participation) of several types of research work. In 2006, there were six such works. It is about the fact that, for example, only two works were completed on the topic "Improving control in the activities of bodies and institutions of the Federal Penitentiary Service of Russia": a scientific and analytical review and a lecture. In turn, three works have already been completed on the topic "Improving the methodology of teaching fire training in units of the Federal Penitentiary Service of Russia escort and special transport departments": a scientific and analytical review, a scientific report, and a lecture.

Moreover, in the first case there were two authors, and in the second, ten (Bulletin, 2006). Such a situation as writing different types of work on the same topic may make sense. However, when 10 authors work on the text of the lecture, in the situation when they write a scientific report and a scientific review on the same topic, on one hand, it causes a desire to be acquainted with such unique texts in more detail, and on the other hand, to recall the essence of the definition of "lecture". Even if the lecture is interpreted in several senses of the word when it can be defined as a printed course of public readings, the question remains open: why then in the bulletins analyzed by us is used, along with the term "lecture" the term "course of lectures"? It seems that the fact that in subsequent years the situation described above is becoming less common is not accidental: in 2010, such situations were not 6, but 4, in 2014 and 2018; 1 in each year.

Concluding the analysis of the features of research reports, we emphasize that in 2018, research was

Table 3: The Thematic Focus of Researches, Subject to Direct Research

S/N	The thematic focus of researches	Years			
		2006	2010	2014	2018
1	Activities of penal institutions	32	36	10	19
2	The organizational and legal foundations of the activities of penal institutions	9	9	20	4
3	Work with personnel	12	43	8	20
4	Methods of work with personnel	4	8	0	3
5	Personnel training	9	7	4	3
5	Work with convicts	8	6	19	5
6	Maintaining documentation	0	4	2	7
7	Type of work is not specified	8	12	4	8
Total		82	125	67	69

conducted on the topic “Regulatory Support for the Scientific Activities of the Federal Penitentiary Service of Russia” (Bulletin, 2018). In other words, the topic considered in this article in 2018 is the focus of the attention of the authors of the above-mentioned research, in the regulatory context.

Using Table 3, let us turn to the thematic focus of the work, subject to the direct analysis.

As you can see, in the thematic focus of research of the studied direction, research on the activities of institutions of penal correction system and work with personnel dominate. It should be noted that the group of works on the activities of institutions of penal correction systems included not only research projects in the name of which the word “activity” is presented, but also, for example, the institute of mentoring in work with personnel or “infectious safety” and the psychological service in the penal system, while the research work on personnel included the organization of career guidance in the penal correction system, the diagnosis, and prevention of professional burnout and corrupt behavior, motivation for work, improving own safety, training employees of shooting in extreme conditions, professional ethics, etc.

The “Training” group shows clear domination of the work on preparing cadets, students of educational institutions for service in the penal system, on specific problems of such training, including adaptation to the conditions of the upcoming service in the penal system, and the formation and development of legal culture. The authors emphasize that the topics outlined above are especially relevant in recent decades in the context of contradictory transformation processes taking place in Russian society, which still decides the question of

choosing the vector of one’s development (Gorshkov, 2016). Moreover, the declared strategies for improving the quality of higher education as a whole in the context of its modernization and the development of paid educational services often result in a low level of quality requirements for this education (Denisova-Schmidt & Leontyeva, 2015).

Noteworthy, according to Table 3, is the increase in 2014 of the number of research works on work with convicts, including a number of them devoted to the observance of the rights of these persons, the effectiveness of their labor activity, the peculiarities of the resocialization of disabled people, and more, such as those topics related to the wills of persons serving criminal sentences, or work on joint detention of mothers with children in prisons. Along with questions of statistical reporting, questions of the style of performance management are presented on the topic of maintaining documentation. The authors note that when coding research, deciding on their inclusion in a particular group, the authors considered not only their names but also the context of the description of these works.

Continuing the analysis of the thematic focus of research, the authors pay attention to the topic of personnel training in institutions of the penal correction system, which has repeatedly sounded in analytical reviews. In one of these reviews, the Institute of Mentoring as a component of work with personnel, one can read: “The most important component of personnel policy is the educational system of the penal correction system ...” (Bulletin, 2014). “Psychological aspects of the educational work with female employees of penal institutions” emphasize this kind of work with “female employees and female leaders of the penal institutions”

(Bulletin, 2010). In this regard, the authors note that the concepts of upbringing and social maturity are often used in one connection while stating the fact that the concept of “social maturity” indicates that education continues until the person begins to accept and implement the basic requirements of culture to organize his daily life (Dobrenkov *et al.*, 2017). One cannot disagree with the fact that “in all the main directions, the evolution of the educational process in Russia is moving towards bureaucratization and managerialization” (Yakovleva, 2018; Orlova *et al.*, 2019). The studied area is not an exception to the rule.

In a word, the thematic focus of researches is characterized by its diversity, with an emphasis not only on the diagnosis of the situation, but also on preventive work, on the development of professional qualities, on personnel, on social protection of both employees and persons serving criminal sentences, on the responsibility of convicted for crimes in places of deprivation of liberty, on the normative and ethical foundations of the activities of penal institutions, and finally, on the effectiveness of this activity.

As for the recipients of researches, among them, as in the case of the thematic focus of the work, employees of the penal correction system institutions, as well as future specialists of these institutions, are actively represented, according to Table 10 (Table 4).

Note that among the researches addressed to the employees of the Federal Penitentiary Service of Russia bodies and institutions, there are also works aimed at specialists of personnel services: from 1 (2016) to 3-6 (respectively in 2018 and 2014). There are also works intended for psychologists (8 both in 2010 and 2018). There are several works addressed to educators of penal correction institutions (Bulletin, 2010), and one work addressed to social work specialists. In a situation where the last profession in our countries is relatively new, and social protection groups are available in all institutions of the penal

correction system, it seems to make sense to intensify research on the field of generalizing the practices of sociogenic activity in penal institutions and, primarily, from the perspective of training the corresponding personnel profile. Such a question, in the authors' opinion, is very relevant in the context of the humanization of the penal system, and in this regard, in the aspect of the mediation mission of social work: to be a mediator between those being in a difficult life situation and society as a whole.

Returning to the data in Table 4, the authors note that when compiling it, the authors coded the orientation of the studied texts for employees of the penal correction system institutions (including managers at various levels), for teachers of educational institutions (including the few representatives of scientific workers, for cadets (including students, trainees, including trainees of refresher courses, although the status of such trainees, at times, was not determined).

As it can be seen during the entire observed period, almost half of the works do not have their recipients indicated. With a wide representation among the studied works such as textbooks, guidelines, monographs, etc. we cannot but problematize, in the authors' opinion, such a situation. Note that this situation is becoming slightly better by 2018: the proportion of unaddressed work is reduced by this time from 62.2% (2006) to 40.6% (2018). Concluding the analysis of the data in Table 4, the authors note that it does not provide information about the individual recipients of researches, including “all interested parties”, applicants to educational institutions of the Federal Penitentiary Service of Russia.

As for the quantitative composition of the authors of researches, more than half of the works written by 1-3 authors, of which 30% and above, are works written by one author. At the same time there are - in isolated cases - and researches, with the number of authors

Table 4: Recipients of Texts for Researches, which are Directly Subject to Research

S/N	Names of the recipients	Years			
		2006	2010	2014	2018
1	Employees of penal institutions	19	56	35	30
2	Teachers and researchers	7	56	21	24
3	Cadets	20	34	18	18
4	Unspecified	51	61	31	28
	All of the researches' topics	82	125	67	69

from 10 to 17. Data for 2018 is noteworthy due to the increase in the number of works (43.5%) written by 4 or more authors.

Because its methodological foundations are an extremely important criterion for the research of any scientific text, the authors dwell a little on these foundations of the research being studied. The authors emphasize that the methods of research carried out are mentioned, as a rule, in such types of work as “analytical materials” and “analytical reviews”. Judging by the texts of the bulletins, it can be assumed that most of the researches are theoretical or based on the use of statistical methods and document analysis. So, according to the “scientific and analytical reviews”, the studies use “statistical data”, “legal statistics data”, “materials of the practical activities of the penal correction system” (Bulletin, 2006), or - it refers to the “complex of methods”: retrospective, logical-historical, and inductive-deductive, etc. (Bulletin, 2018). At the same time, “surveys and questionnaires of employees” are not correctly named among the methods used (Bulletin, 2006). Using “and” to unite polls and questionnaires is inappropriate since questioning is a type of survey? There are isolated cases of mentioning a questionnaire of prisoners sentenced to imprisonment in correctional institutions (Bulletin, 2014).

DISCUSSION

The authors summarize what has been said above regarding studies of personnel and working with the personnel of the penal correction system. We repeat that the main source of information was the bulletins of the “Main Results of Scientific Research of the Federal Penitentiary Service of Russia”. Of course, the bulletins are not the texts of the research work itself, but they provide informative information about the types of publications, including monographs, collections of articles, research reports, textbooks, and teaching aids; about the thematic focus and recipients of these texts, the methodological foundations of research, etc. Placing these bulletins on the Federal Penitentiary Service of Russia website for an impressive period 2006-2018 is evidence of the openness and readiness of the organization to discuss key issues of its activities. Along with this, this is a unique opportunity to research the features of research in dynamics, with the identification of research priorities (as well as the priorities of the authors of the bulletins) and their relationship with key issues of criminal policy in general.

The authors emphasize that the topic of personnel and work with personnel is in the focus of the research and educational organizations of the Federal Penitentiary Service of Russia. About 20% of research works consistently fall on this subject during the research period. However, in 2018 their share was reduced to 10 %, which was possibly due to changes in the structure of research bulletins. The reports for research bulletins are distinguished by the emphasis not only on improving the efficiency of work with future specialists and their adaptation to service in penal institutions, but also on solving the social and professional problems facing the employees of institutions.

It is worth emphasizing that qualitative characteristics of modern research in bulletins of the “Main Results of Scientific Research” were obtained exclusively within the framework of the content analysis of one scientific research publication and within the framework of one research topic, i.e., personnel policy in Russian criminal law. It is explained by the material processing capacity. Therefore, these results are relevant only to similar publications on similar topics in Russia.

CONCLUSIONS ON THE RESEARCH

1. There is a lack of consistency among the authors of research works and compilers of annotated newsletters with regard to the idea of personnel and to working with personnel within the penal correction system. This includes a wide variety in the types of work assessed, the topics covered and the intended audience for the research. There is also some ambiguity in the interpretation of the scientific values of the studies and in the methodologies used.
2. The bulletins studied show that ideas are evolving about the place and role of personnel and about working with personnel in research. The terminology has also changed. Instead of separately considering the management and legal regulation of the activities of the penal correction system on the one hand and personnel and working with the personnel within the penal system on the other, these areas of research are now combined into “actual problems of management, legal regulation of activities and personnel of the penal correction system” (2014).

3. Representations from the authors of the analyzed texts about the importance of feedback from the recipients of these texts have also changed. As an example, until 2012 the bulletin "Main results of scientific research" published both the addresses and phone numbers of the research organizations. From 2012 to 2016 it published only the address and phone number of the contact, and in 2017 and 2018 all of these contact details were absent.
4. There are major differences and discrepancies in the way that the methodology of the research is described. Some texts detail the objective, the subject matter, and the tasks entailed in the research as well as the scientific benefit. Other texts only define some of these elements and in certain cases there is no definition of the methodology used at all. Among empirical research methods it is the analysis of documentation that dominates, although there are instances where interrogation methods can be found, and isolated cases in the survey bulletins mention convicts. In 2018, research reports have generally followed a standard. Moreover, one 2018 report is devoted to the regulatory framework of scientific research and in normalizing standards.
5. The names and annotations referenced in their studies would suggest that authors have not applied a qualitative methodology to their research. However, an integrated approach is precisely what is required to study processes where there may be deep contradictions, for example when considering the different personalities of a "burnt-out" specialist or a motivated cadet.
6. The ideas of structural functionalism are used as the theoretical foundation for the research, while interpretative theories are relegated to the background in scientific discourse. If so, let us ask the following question: is there a need to write works like "Theory and Methodology of Research on Personnel Support and Work with Personnel of Penal Institutions in Modern Conditions," which could become, in the authors' opinion, one of the foundations for systematically administered performance assessments (e.g. at varying levels) for the programs and concepts stated above? Additionally, the writing of such works could become the basis for radical changes to prevailing stereotypes both in research and in the practice of personnel work in penal institutions. In any case, historical experience teaches us that, in order to solve serious problems, you don't always need to know their cause. A change in prevailing stereotypes is sufficient.
7. The authors recommend that subsequent editions of the bulletins, "Main Results of Scientific Research", are uniform in the description of monographs, research reports and study guides, and to realize it's important to raise questions about the recipients within the description of monographs and textbooks. Again, these bulletins have been published since 2004.
8. The authors believe that discussions of the issue of admissibility of, and risks involved in, the presentation of textbooks and lectures in research (in the perspective of GOST 7.60-2003 and 7.32-2017), as well as the question of criteria for distinguishing such research groups as independent for scientific, educational and methodical publications are no less important. How appropriate the allocation is in the structure of R&D bulletins for the following sections: "Actual problems of management, legal regulation of activity and personnel of the penal correction system" and "Scientific, educational and methodical publications".

In this regard, let us ask the following question: is there a situation within the research discourse when individual characteristics are selected from a person for subsequent categorization under different headings to then try to assess the integrity of each person? (Bryman & Bell, 2012) In confirmation of the foregoing, we draw attention to the texts of M.V. Kulikov and D. Hoki, actualizing the importance of applying the methodology of qualitative research in the study of criminal policy (Kulikov, 2018; Hoki, 2017), actualizing the importance of applying the methodology of qualitative research in the study of criminal policy.

In this regard, the authors are only talking about key things related to the design and presentation of texts that are of a scientific nature on one hand, while aimed at practitioners of the penal system, on the other.

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