

**Federal state budgetary educational institution of higher education
RUSSIAN PRESIDENTIAL ACADEMY
OF NATIONAL ECONOMY AND PUBLIC ADMINISTRATION
URAL INSTITUTE OF MANAGEMENT – branch of RANEPA**

Manuscript copyright

APAKHOVA Valentina Maksimovna

**THE SPECIFICS OF LABOR ADAPTATION OF EMPLOYEES OF
CORRECTIONAL INSTITUTIONS OF THE PENAL SYSTEM OF THE
RUSSIAN FEDERATION IN CONDITIONS OF REPRODUCTION OF THE
STABILITY OF CLOSED PROFESSIONAL GROUPS**

Specialty: 5.4.4. – Social structure, social institutions and processes

Abstract

of the dissertation for the degree
of candidate of sociological sciences

Scientific supervisor:
doctor of sociology, associate professor
Vatoropin Alexander Sergeevich

Ekaterinburg
2025

Relevance of the research topic.

It is impossible to imagine a modern society without social institutions that are designed to stabilize the order in the system of social relations. Currently, social institutions are represented by an extensive classification, which has been formed because of the development of social structures and the increasing complexity of interaction between members of civil society. One of the main tasks of sociology in the study of modern society is to identify the factors of stability, security and high organization of a particular social structure.

Social institutions are stable social structures that are created in order to implement socially significant functions to meet the various needs of society. The importance and necessity of effective social institutions cannot be overestimated at the present time, which is of particular interest to the question of the specifics of their functioning. A modern social institution should have a special organizational system, which should be the basis for reproducing the sustainability of a social institution and implement the functions of a social institution with the level of quality that civil society needs. Social institutions that are particularly in need of permanence and sustainability include total institutions that are represented in modern society as closed institutions operating in various spheres of public life (prisons, closed hospitals, closed educational institutions, religious associations, and others).

Any social institution has a controlling character and a special system of norms that are predetermined by its nature and the specifics of its functioning. A special controlling character is present in total institutions, which are designed to perform special social functions with the use of authority. A total institution is a specific social structure that has a special threshold of isolation from civil society, which not only determines its special management system, but also special conditions for those who function in it. In other words, in total institutions, the realization of a social need is based solely on a normative order that regulates activities within it. The stability of a total institution is its dominant characteristic, since the exercise of special powers must be constantly monitored, as well as those who exercise these powers.

Members of a professional group operating in a total institution should share and maintain an established system of cultural values and norms, which is formed on the basis of the specifics of the total institution and its special social function. That is why the successful operation of a total institution depends on the professional group that operates in it. It is worth noting that closed professional groups operate in total institutions, which must also have stability and stability in order to preserve their integrity. Such professional groups include the professional group of employees of correctional institutions of the penal system of the Russian Federation.

The structure of the professional group of correctional officers has not undergone significant categorical changes during its existence in the Russian Federation, but the social portrait of a member of such a group has changed markedly recently. This is due to the fact that the staff turnover rate in institutions and bodies of the penal correction system has increased significantly over the past 20 years (in 2003 – 5.6%, in 2008 – 6.1%, in 2013 – 6.4%, in 2018 – 16.2%, in 2023 – 19.1%), it is also worth noting that 25% of employees who graduate from departmental educational institutions of the penal correction system under the age of 30 leave their place of service with less than one year of experience¹. The lack of stability and cohesion in a specific professional group can lead to a variety of social problems: staff starvation, penetration of undesirable people into a professional group, irrational use of a power resource, low level of social development of a total institution, and others.

Among the fundamental elements of ensuring the social well-being and sustainability of professional groups, one can single out labor adaptation, which is provided by the forces of established members of the professional group. Labor adaptation acts as a kind of barrier that protects a professional group from the external environment, therefore, the main goal of labor adaptation of employees in total institutions is the painless introduction of a new participant into it. A new member of a professional group must possess a special set of professionally important qualities that will allow him to function in a special closed social structure, and he must also be

¹ Characteristics of the Personnel Department of the Federal Penitentiary Service of Russia. The official website of the Federal Penitentiary Service of Russia. URL: <http://xn--h1akkl.xn--p1ai/structure/personnel/> (accessed 03/11/2024).

prepared to strictly observe all the norms and rules of a total institution, which allows the latter to maintain stability and stability. Hence, the importance of labor adaptation for specific representatives of professional groups is obvious, which should be carried out only with the participation of those members of the group who accept, share and maintain an established system of values and norms.

The initial selection to correctional institutions takes place in conditions of strict regulation and an external negative (frightening) image of the service in the penal system, which is inherent in total institutions as closed social structures. The adaptation of personnel to the requirements of a professional group and the conditions of activity takes place in limited information conditions, since the adaptator practically does not have information about the value system and communication features when entering a professional group. New employees who have passed all the tests for admission to the penal enforcement system, but have not been able to go through all the stages of work adaptation and have expressed a desire to leave the institution, negatively affect the professional group.

In this regard, it is necessary to determine the specifics of labor adaptation of members of a closed professional group operating in a total institution, to identify the determinants of successful labor adaptation in conditions of reproduction of the stability of the social structure, which is not given enough attention in the sociological literature. The epistemological side of the research problem lies in the need for a theoretical and methodological study of the factors and stages of labor adaptation of a closed professional group, as well as in building such a labor adaptation in which the introduction of a new member into a professional group will be assimilated.

The identified problems determine the relevance of the topic of this study.

The degree of scientific elaboration of the problem.

The study of the sociology of the profession is represented by a significant number of works on the formation and development of professional groups. The professional group was considered from the point of view of various aspects within the framework of classical approaches Sh. Gadea, E. Durkheim, L. Panto, Dj. Evetts, and also in the research of modern scientists, such as N.S. Avdonina, A.K. Akimenko, G.M.

Andreeva, M.A. Bendyukov, S.N. Borisova, L.I. Dorofeeva, T.I. Zaslavsky, O.A. Zenkova, O.A. Kildyusheva, G.B. Korableva, V.N. Kudryavtsev, M.A. Kruglova, G.P. Kuleshov, M. Larson, V.A. Mansurov, T.V. Nikitina, E.U. Novikova, V.G. Podmarkov, V.A. Tolochev, N.V. Yurchenko. It is worth noting that J. Evetts was engaged in research, first of all, of closed professional groups. Also, in their research, such researchers as partially highlighted the specifics of modern closed professional groups D.A. Savage, H. Schmid, T. M. Veldhuis, E.L. Kasyanik, A.V. Kombayev, A.U. Matskevich, V.V. Radaev, P.V. Romanov, N.A. Samoylik, N.R. Yarskaya-Smirnova.

The most important element of the study of professional groups is the theory of social institutions, which was considered in the works of scientists M. Weber, T. Veblen, E. Durkheim, O. Comte, K. Marx, T. Parsons, G. Spencer. Of particular interest in considering closed professional groups are the provisions of the theory of total institutions by E. Goffman, D.L. Agranat, D.A. Narozhnaya, Yu.V. Rybolovleva and M. Fuko.

Theories of adaptation developed in the projection of work activity within the framework of the approaches of classical scientists M. Weber, R. Merton and modern scientists N.Z. Velgosh, V.R. Vesnin, A.S. Kotlova, Yu.S. Tyulkina. Labor adaptation in special conditions of specific professional groups was considered by such authors as M. Larson, M.I. Agafonov, V.T. Ashchepkov, T.Y. Bazarov, A.A. Votinov, A.P. Egorshin, A.S. Kotlova, P.S. Kuznetsov, E.S. Markaryan, E.A. Maletina, O.N. Markelova, A.A. Nalchajyan, A.N. Ovshinov, D.V. Pestrikov, A.V. Polyakov, E.I. Rusakova, A.I. Tikhonov, L. White, B.A. Cherkesov.

The functions and specific features of labor adaptation are reflected in the works of researchers (R.J. Rammel, T.V. Andreeva, E. N. Ananyeva, E.I. Barazgova, B.Y. Berzin, D.A. Brykov, R.R. Vinkov, P.S. Grave, S.S. Grebennikov, S.V. Gornostaev, A.Yu. Dolinin, L.G. Egorov, I.F. Yezhukhov, V.V. Zarodin, G.E. Zborovsky, E.V. Zmanovskaya, D.A. Kemenev, S.I. Kapitsa, N.E. Kolesnikova, I.S. Kon, L.V. Korel, K.V. Kryaklin, N.S. Lapin, A.G. Moroz, L.A. Obukhova, M.B. Perfilieva, O.M. Pisarev, N.N. Pokrovskaya, O.N. Rakitskaya, I.A. Stalnova, N.S. Subochev, N.I. Ulendeeva, L.V. Fotina, N.G. Chevtaeva, T.V. Chibikova, M.E. Chunina, T.V.

Sharova), the analysis of the concepts of which allows us to reveal the role of management in the adaptation processes and the features of the formation of effective adaptation programs, which directly depends on the specifics of professional groups, especially for closed professional groups.

Differentiation of labor adaptation by qualitative characteristics is presented in the works of the following scientists: E. Saham, M.S. Agafonova and M.V. Alekseeva, V.T. Ashchepkova, V.R. Vesnina, B.A. Voronina, V.A. Gnevasheva, I.V. Goinov, L.G. Egorova, Yu.S. Kantimirova, V.P. Kashirin, D.F. Kostarev, L.V. Korel, P.S. Kuznetsova, A.A. Kuprin, V.I. Medvedeva, A.G. Moroz, D.V. Olshansky, V.V. Prokopiev, E.Y. Pryazhnikova, E.V. Savchenko, O.V. Skripchenkova, V.A. Slastenin, M.S. Tarasikov, A.M. Shapovalova, D.A. Shiryayev, O.B. Schroeder, E.I. Yaroshenko.

Theoretical approaches in the sociology of labor and professions have become the methodological basis for the study of professional groups: theories of the activity approach (V.G. Podmarkov, A. Flexner, V.A. Yadov) allow us to consider the content and characteristics of the life of a closed professional group, but they do not highlight the peculiarities of individuals' changes during long-term stay in a professional group. The analysis of professional activity from the point of view of the structural and functional approach (E. Durkheim, K. Marx, T. Parsons, G. Spencer) makes it possible to identify the features of the functioning of professional groups, while the norms and rules governing the protection of the stability of professional groups remain neglected. However, the analysis of the stability elements of the structure of professional groups is covered in the institutional approach (M. Weber, S. Gadea, V.V. Radaev, G.B. Korableva, V.A. Mansurov, O.V. Yurchenko, G.Ya. Yastrebov). The relationships within professional groups and the socio-psychological characteristics of their representatives are analyzed in the theories of institutional and neo-institutional approaches (T. Veblen, E. Goffman, D. Savage, J. Evetts).

Thus, the phenomena of formation and development of professional groups are reflected in the works of domestic and foreign scientists. However, the process of maintaining a stable and effective composition of a closed professional group, which slows down in the context of the formation of a «risk group», has not been sufficiently

studied. The study of the «risk group» is not available for the timely exclusion from the closed professional group of those adaptants who do not correspond to its value system and do not allow the social structure to have an appropriate level of stability, which justifies the relevance of research in this area.

The object of the dissertation research is a closed professional group operating in the specific conditions of a total institution.

The subject of the dissertation research is the specifics of labor adaptation of correctional officers in conditions of closed professional groups.

The purpose of the dissertation: to study the specific features of labor adaptation of correctional officers, ensuring the stability of closed professional groups.

Achieving this goal involves solving the following research tasks:

1. To identify methodological approaches to the analysis of professional groups operating in total institutions.

2. To determine the features of labor adaptation of members of closed professional groups operating in total institutions.

3. To identify the determinants of labor adaptation of members of closed professional groups that affect the reproduction of the stability of social structures.

4. To analyze the factors and stages of labor adaptation of members of the professional group of correctional officers.

5. To identify an expert assessment of the key determinants that ensure the success of the work adaptation of new employees to a closed professional group.

6. To identify the features of the «risk group» of a closed professional group of correctional officers as a factor hindering the sustainability of the professional group.

The theoretical and methodological basis of the research includes the theory of social institutions in the context of the functioning of total institutions, the concept of closed professional groups, the general theory of labor adaptation, the concept of labor adaptation of professional groups.

To analyze the specifics of the functioning of a closed professional group, a structural and functional approach was applied, which makes it possible to identify the

features of the «risk group», which has a negative impact on the stability of the professional group due to the entry of an inappropriate person into it.

A special function is performed by the application of an institutional approach, since all the activities of the professional group, due to the specifics of the penal enforcement system, are based on strict formal rules and regulations. This approach made it possible to identify the impact of labor adaptation of new members of a closed professional group on the level of its sustainability.

To study the work adaptation in a closed professional group, an activity-based approach was used, which allows us to identify the impact of professional activity on the work behavior of new employees of correctional institutions of the penal system during the period of work adaptation.

A systematic approach was used as the methodological basis of the study for the analysis of the penal correction system, since without identifying the specific operating conditions of the staff of the penal correction system, it is impossible to reveal the specifics of the labor adaptation of a professional group of correctional officers.

The following empirical research methods are used in the work: statistical data analysis, expert interview, sociological survey.

Scientific novelty of the research.

1. The influence of the specifics of labor activity in total institutions on the formation of the stability of a closed professional group is theoretically substantiated. This specificity lies in the existence of a rigid social order necessary for the successful functioning of a social institution. It is this procedure that ensures the stability of a closed professional group (*paragraphs 9, 20 of the passport of a scientific specialty*).

2. The necessity of implementing the stage of preadaptation training as a key factor in the assimilated entry of an adaptator into a closed professional group has been identified. The stage of preadaptation training, associated with obtaining departmental education, provides a gradual familiarization of the adaptator with the system of values, norms and rules of a closed professional group, interaction with professionals and partial fulfillment of work duties, which ensures that the values of the closed professional group are shared by the adaptator. The specificity of the assimilated entry

of the adaptant is expressed in the absence of influence from the adaptant on the closed professional group and on the level of its stability (*paragraphs 9, 20 of the passport of scientific specialty*).

3. The influence of the specifics of work activity on the adaptation of a new employee to the conditions of functioning of a closed professional group at the following levels has been empirically verified:

- the subject of adaptation (strict observance of strict requirements of norms and rules, code of ethics, adoption of a value system);
- a closed professional group (accepting a new member only after receiving an unambiguous decision on its compliance with formal and informal norms);
- the social institute of correctional institutions (the need to maintain a stable level of stability and prevent changes) (*paragraphs 9, 20 of the passport of scientific specialty*).

4. A methodology has been developed for empirical verification of the «risk group» among adaptors of correctional institutions of the penal system. Verification is based on the identification during the survey of key characteristics of former correctional officers who could not successfully complete the adaptation process and were not accepted into a closed professional group (*paragraphs 9, paragraph 20 of the passport of scientific specialty*).

5. Based on a sociological survey, the stable characteristics of the members of the «risk group» are formulated: a man under 30 years old, employed as a junior commanding officer or enlisted personnel, with secondary vocational education received outside the educational structure of the penitentiary system (*paragraphs 9, paragraph 20 of the passport of scientific specialty*).

Compliance of the research with the Passport of scientific specialties. The dissertation research corresponds to the passport of the scientific specialty 5.4.4 Social structure, social institutions and processes¹. The paper examines the peculiarities of the impact of labor activity on the labor adaptation of a closed professional group of

¹ Passport of scientific specialty 5.4.4. Social structure, social institutions and processes. The official website of the Higher Attestation Commission under the Ministry of Science and Higher Education of the Russian Federation. URL: <https://vak.minobrnauki.gov.ru/uploader/loader?type=17&name=92259542002&f=15325> (accessed 05/08/2024).

employees of correctional institutions of the penal system, as well as issues related to the stability of a closed professional group that operates in a total institution. The thesis reveals the following areas of research:

p. 9 – «Professional, sectoral, and regional employment characteristics. Socio-professional structure of society, factors of its formation and transformation»;

p. 20 – «Social institutions, their types, functions and dysfunctions. The role of social institutions in changes in the social structure. Transformation of social institutions».

Approbation of the research results. The provisions, conclusions and recommendations of the dissertation are reflected in 33 scientific publications (including 4 publications in publications recommended by the Higher Attestation Commission and from the RANEPa list). The volume of the author's publications on the research topic is 11.41 pp.

The theoretical and practical significance of the work lies in:

- identification of key determinants of labor adaptation that affect the reproduction of the stability of closed professional groups;
- identifying trends in the development of specific professional groups by increasing the sustainability of the professional group and introducing appropriate and highly qualified personnel into it;
- determining the specifics of a closed professional group of employees of correctional institutions of the penal system;
- identification of key characteristics of the «risk group» to increase the efficiency of labor adaptation of new human resources in total institutions;
- identification of a specific approach to the labor adaptation of new members of closed professional groups as a factor in reproducing the sustainability of the professional group.

The results obtained during the study can be used by the Ministry of Justice of the Russian Federation and the Federal Penitentiary Service to review and adjust programs for the selection and adaptation of correctional personnel. The results are also relevant

for the management and personnel departments of correctional institutions in order to increase the effectiveness of staff in extreme conditions, as well as to stabilize the staff.

The structure and scope of the work. The dissertation consists of an introduction, two chapters, including six paragraphs, a conclusion, a bibliographic list, including 172 titles and appendices. The content of the work is presented on 226 pages.