(The article developed as a follow-up to the roundtable discussion at the Academy of Social Management, Ukraine)

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PARADIGM FOR FORMING ANTI-CATACLYSMIC INSTRUMENTS FOR PREVENTING AGGRESSIVE INTERSTATE CONFLICTS − ARTIFICIAL INTELLIGENCE (AI) IN TERMS OF ENSURING OBJECTIVE PERSONNEL EVALUATION AND MAKING OBJECTIVE, HUMANE MANAGERIAL DECISIONS

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(The challenge for human intelligence is to direct AI to improve management, recruitment, guardianship of truth, justice and humane coexistence)

The relevance of the research lies in identifying shortcomings in the field of management of interstate relations and determining the factors that trigger aggressive manifestations within them. Based on the analysis of literary sources and existing experience, the causes of their occurrence have been determined, and ways and means of prevention have been proposed, including the use of artificial intelligence (AI). The article shows that in the context of the Ukrainian military economy, one of the main factors of efficiency of defence work, production and social development is the managerial tools and high-quality personnel which currently being formed in the sectoral and territorial areas, as well as humanism and scientific validity of managerial decisions in the field of interstate partnership relations. It has been established that in these circumstances, AI is not always used effectively, in particular in preventing the emergence of such negative phenomena as corruption and bribery, incompetence and irresponsibility, which are factors of ineffective management and implementation of the state defence policy. Meanwhile, addressing this issue is an urgent need of Ukrainian society and the most important prerequisite for strengthening the state, enhancing its defense positions in the context of preparation for membership in EU and NATO. The authors propose a paradigm of forming an AI-based anti-cataclysmic toolkit for preventing aggressive interstate conflicts initiated by "worthless" leaders. It is proposed to increase the effectiveness of these measures through managerial, state innovation and management mechanisms. The authors argues that the introduction of AI can ensure not only the purity and high quality of managerial personnel, but also use the means for humanitarian selection of applicant members, for example, to the UN, strengthening administrative discipline and organising control over the implementation of decisions in this structure. By improving the management of these factors at the local level, it is possible to ensure not only the appropriate quality of managerial decisions and prevention of abuse, but also peace in society and stable functioning of national economies, which can make them competitive in the EU.

Keywords: management, lie detector, polygraph, control, war, transformational society, artificial intelligence, United Nations (UN), European Union (EU), ideology, stability, strategy.

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Introduction and statement of the problem

The word "war" in Ukraine today in all interpretations is used as a prerequisite, a step towards a universal global international conflict (which is taking place), catastrophes (which are taking place) and even cataclysm (such as World War III). In the war today, thousands of people are being killed, regardless of the nation's loss, and nature is being destroyed. All kinds of resources are used for the destructive functions, even those that are currently being critically depleted and threaten to destroy humanity.

The absurd war that Russia has started is marked by ruthlessness, hypocrisy and deceit. The worthless behavior of the leaders of this state, who systematically initiate interstate conflicts for centuries, indicates dauntless courage in the face of the enemy (who obviously is not aggressive) but the absence of a sense of responsibility for the crimes committed.

In many cases, the emergence of such problems (as well as their solution) depends on the civilised nature of society, the education, intelligence and humanism of the leadership, the validity of management decisions, etc.

In fact, in modern conditions of scientific and technological progress, it is possible to use artificial intelligence (AI) as a filter for screening out worthless personnel. (The Academic Explanatory Dictionary of the Ukrainian Language provides several meanings of the word "worthless": 1. Incapable. // Not inspiring respect; pitiful. // Not meeting certain requirements; bad. 2. Minor, insignificant. // Devoid of value, meaning). Preventing mentally unstable, aggressive, and unprepared individuals from entering high leadership positions is currently a priority task as well as hindering the countries, rulled by aggressive, unstable leaders, from entry to international humanitarian organizations (such as the UN) [1]. This is essentially what makes this topic relevant and time-bound.

Literature review on the research subject

Conflicts are known to have increasingly developed in the world due to well-known reasons, are typically the result of clashes of opposing interests, views, acute disputes, complications, and the confrontation of warring parties of various levels and backgrounds.

For reference: The analysis of conflicts and wars only in the 21st century confirms the intensification of aggressive intersocietal relations. Just during the period from 2001 to 2010, there were six wars against terrorism, including: the Iraq War (2003−2011); the War in Afghanistan (2001−2021); the Second Chechen War; the Conflict in the Republic of Macedonia (2001); the Russo-Georgian War (2008); the Conflict in Southern Serbia (2000−2001).

The second decade (2011−2024) has witnessed a twofold increase in the number of wars. In particular, at the beginning of the second decade, the First Libyan Civil War occurred; the Syrian Civil War (since 2011); Operation Linda Nchi; the War in Mali; the Border Conflict between Sudan and South Sudan; the Conflict in North Kivu; the Conflict in the Central African Republic; the Russo-Ukrainian War (since 2014); (the War in Eastern Ukraine (since 2014), which escalated into a full-scale military invasion in February 2022); the Armed Conflict in Yemen (2014−2015); the Saudi Arabian-led intervention in Yemen (since 2015); the Russian military intervention in Syria (since 2015); the Military operation against the Islamic State; the Four-Day War (2016); the Second Karabakh War (2020); the Armed Conflict in Tigray; the Civil War in Myanmar (since 2021); the Armenian-Azerbaijani border conflict (since May 2021); the Russian invasion of Ukraine (2022) − a full-scale phase of the war, which began as a "hybrid" in 2014; the Conflict in Sudan (2023); the Hamas invasion of Israel (2023).

If the dynamics of warfare are not stopped, the Third World War may break out in the near future. Its embryo is the treacherous attack by Russians on Ukraine and the indecisiveness of partners in neutralizing this insane conflict and prosecute these "guarantors of peace" for their crimes.

Conflicts are preceded by phenomena, events, facts, situations which, under certain conditions of social interaction, cause them. Possessing knowledge in the field of sociology, psychology, etc., and effectively utilizing AI tools for management can prevent them.

Undoubtedly, carrying out such managerial actions without in-depth systemic knowledge of sociology (bad habits, social deviations (crime, suicide, drug addiction, prostitution, etc.)) and politology (global biosphere crisis, ecological crisis, resource crisis, peaceful coexistence, arms control and prevention of nuclear war, environmental protection, fuel and energy crises, raw materials shortage, food crisis, demographic and informational crisis, elimination of dangerous diseases) is not possible. In real life, all these categories are closely interconnected. Unprejudiced use of this knowledge and factors as a reasoned action in emergencies, political conflicts, etc., can prevent or mitigate various conflicts from social and psychological risks. Knowledge of the behavioural reactions of a leader in the face of political provocations, in emergency situations, can prevent this very "conflict" from escalating into war, terrorist acts, situations of a criminal nature, etc.

AI can take into account all these factors and many others in a comprehensive manner.

Some experience in this area has already been

accumulated in the practical management of special competence institutions. In particular, Oksana Torop, Oksana Piddubna (BBC News Ukraine, September 17, 2018) report on the experience of using, for instance, a "lie detector" ("Polygraph") in personnel recruitment to these institutions [2, 3].

Despite some scientists consider polygraph testing as pseudoscience, polygraph examiners have appeared in many government structures. Indeed, in recent years, polygraph testing has become popular in Ukraine, especially when appointing positions in law enforcement and anti-corruption agencies.

Nevertheless, a significant number of scientists again categorize this tool as pseudoscience. Psychologist Irina Muzichuk expressed her critical attitude towards the use of the polygraph, emphasizing that the results of such tests are dubious. In her opinion, there is no clear scientific evidence of the effectiveness of these procedures, therefore she does not trust the data obtained. Some experts label the polygraph as pseudoscience, although testing on this device has become widespread in law enforcement and anti-corruption agencies, especially when appointing to positions [4].

Irina Muzichuk, in an interview with BBC News Ukraine, noted that there is no 100% evidence of the effectiveness of polygraph testing. Many experts consider the results of such tests unreliable, especially due to the lack of an absolute evidential base regarding their accuracy and effectiveness. According to her, such testing requires a series of important medical examinations of the individual. After all, there are people with mental disorders, but no one conducts psychiatric examinations before the polygraph session. In addition, the psychologist says, certain diseases, such as hypotension, can affect the results. "So, to prevent the risk of a false result, many medical examinations need to be conducted before subjecting a person to a polygraph test", the psychologist believes. In her opinion, the polygraph is pseudoscience, and its results are rarely objective [4].

Polygraph examiners, however, claim that a competent specialist is able to distinguish fear from lie and a sick person from a healthy one. That is why this area, as a combination of human and artificial intelligence capabilities, is becoming increasingly popular. Meanwhile, this «truth-seeking tool» is hardly used in the operations of international institutions.

The study of public opinion and the analysis of literary sources [5–15] determine the purpose and objectives of this article.

Purpose of the article

The purpose of the article is to draw attention of scholars, practitioners, politicians, public figures, psychologists (psychiatrists), and others to the use of Artificial Intelligence (AI), including the mentioned tools, in implementing personnel policy, particularly in the field of organizing international relations, selecting candidates for top global positions, and assessing the intellectual level of state leaders aspiring to join international institutions such as the United Nations (UN). It aims to highlight the existing experience in this field and suggest areas for its application in management as a tool for preventing manifestations of aggression, hypocrisy, cunning, cruelty, hatred, etc., by preventing candidates with such character traits prone to violence from assuming leadership positions.

Presentation of main points

Despite the controversy over this problem, the demand for polygraphs is currently growing in the private sector. In general, this method is successfully used abroad. According to Wikipedia, the polygraph is currently employed in law enforcement and other fields in 75 countries worldwide, with the United States being the leader. However, there are also countries where the use of such testing techniques is prohibited, such as Australia, Germany, and Austria.

The development of this method was influenced by historical factors and its relationship with forensics, courts, law enforcement and military services. Ideology and the foreign policy climate have dictated their own rules since the first prototypes of these techniques and approaches appeared.

According to the initial definitions, the Lie Detector helps to detect and obtain information concealed by a person. In other cases, artificial intelligence tools, using available experience, can expose hidden aggressive and other negative character traits of individuals occupying leadership positions in government management bodies, local self-government bodies, which can affect not only the effectiveness but also the objectivity and legitimacy of managerial decisions. In making managerial decisions, a sober, reasoned approach is of paramount importance. Modern artificial intelligence, including the mentioned tools, which we consider its component, can impartially determine the intellectual, psychological, and substantiated capabilities of an individual.

At this point, positive results in this field are once again attested to by the mentioned "Polygraph," or "Lie Detector" – a type of psychophysiological equipment. A comprehensive multi-channel hardware technique for registering changes in a person's psychophysiological reactions in response to the presentation of certain psychological stimuli according to a special scheme. As the Internet resources report, the "Polygraph" is a finely-tuned instrument that

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records reactions of the sympathetic and parasympathetic nervous system of a person and is able to detect, at the time of deception, the initiation of a self-defence mechanism. The "polygraph" registers the psychological reaction of the individual's body to the deception (lie) expressed by him/her, as an activation of the so-called self-defence mechanism, which is triggered in the event of danger. Our body (consciousness) stimulates this reaction as an attempt to avoid responsibility for the consequences of our actions.

The modern polygraph, according to psychologists, not only registers changes in the sympathetic and parasympathetic nervous systems – parts of the autonomic nervous system that work independently of our consciousness. For example, your lungs and heart continue to function even when you sleep and don't need to think about it. While the function of these organs can be consciously altered to some extent, any practicing polygraph examiner is trained to detect individuals attempting to do so. It is unlikely that people without special chemical means and psychological training can deceive the polygraph. The accuracy of modern techniques is over 90%.

Most experts currently use resistance detection sensors, which easily identify individuals attempting to alter the test results.

Brief description of the "Polygraph". The "Lie Detector" Polygraph consists of a device that records changes in a person's psychophysiological reactions in response to specific questions. The polygraph examiner analyzes the information obtained in detail and identifies what the person is concealing. However, the device itself does not indicate whether the person is telling the truth or not. This is the conclusion of an experienced psychologist based on the individual's physiological reaction. The specialist provides an evaluation based on the data obtained.

Polygraph examiner Volodymyr Vedmid explains that polygraph testing requires careful selection of questions, often exceeding 200, to identify a few key responses. On average, an experienced professional achieves an accuracy rate of 93–95% provided the appropriate equipment and standards are applied. However, the interpretation of the results depends on the subjective analysis of the polygraph examiner [13].

According to him, the testing process takes up to two hours, and its cost depends on the complexity of the examination. Nevertheless, the polygraph is becoming increasingly popular and in demand in Ukraine. Volodymyr Vedmid states that the average accuracy of the polygraph examiner's conclusion is 92–93%, provided that the examiner is experienced, follows the methodology, and works with proper, well-adjusted equipment [13].

In recent years, the demand for polygraph examiners has significantly increased. "The cost of a polygraph test ranges from 1,500 to 3,000 hryvnias". A professional polygraph examiner can test from two to three people a day. "So, do the math", says Volodymyr Vedmid. Thus, from a financial perspective, it is quite a profitable business for a practicing specialist.

However, not everyone can conduct such tests, as it requires training and preparation, as well as psychological resilience [2, 3].

Many government structures have their own polygraph examiners. For example, the Security Service of Ukraine (SSU), the Ministry of Internal Affairs (MIA), the National Anti-Corruption Bureau of Ukraine (NABU), and the Prosecutor's Office engage them when hiring personnel and during criminal investigations if necessary.

The Ministry of Defense introduced polygraph testing in 2015. Since then, the department has had ten polygraph examiners, who mostly test candidates for leadership positions and those with corruption risks.

"In the first place, we screened the leadership of the Ministry of Defense and the General Staff. Then – the central apparatus and officials who make personnel decisions and decisions in such important areas as financial and economic, housing provision, as well as those who have access to state secrets," says Oleg Trakalyuk, Deputy Head of the Scientific and Methodological Center for Personnel Policy of the Ministry of Defense, in an interview with BBC News Ukraine.

During a personnel screening, three sets of questions are asked. The first one relates to pathological dependency – alcohol, drugs, and debts. The second – corruption related questions, the third – ties to foreigners, criminality, and those associated with the disclosure of state secrets. According to him, the results of such screening are transmitted to the ministry's leadership and decisions regarding specific individuals are made at a higher level. In 2016, the first analysis was conducted and the Minister of Defence reported that 40% of the defence personnel had certain risks identified in various areas of their service. Now this figure is about 30%. Military polygraph examiner Sergiy Gryshyn says that "lie detectors" can be deceived by two categories of people – mentally unstable or those who have undergone specialized training, but it is very difficult to deceive a polygraph examiner [2, 3].

Hanna Malyar, PhD in Law, expert criminologist, in her news review "The use of lie

detector in Ukraine – what the law is silent about," provides the following excerpts [2,3]: "I consider the results obtained in this way to be at least questionable," psychologist Irina Muzichuk says [2, 3]. In her talk with BBC News Ukraine, she explains that there is no 100% proof of the effectiveness of these procedures. According to her, such tests require a series of important medical examinations of an individual. After all, there are people with mental disorders, but no one conducts psychiatric examinations before the polygraph. In addition, the psychologist says, certain diseases, such as hypotension, can affect the results.

"To prevent the risk of false results, extensive medical research must be conducted before subjecting someone to a polygraph test," the psychologist believes. Polygraph experts argue that a competent specialist is capable of distinguishing fear from lies and a sick person from a healthy one. That's why this field is becoming increasingly popular. In Ukraine, the use of the polygraph (lie detector) is not explicitly regulated by law. This means there is no direct permission or prohibition on its use. In such cases, the principle "what is not forbidden by law is permitted" traditionally applies. This phrase is most commonly found on websites offering polygraph services. Despite the lack of laws specifically governing the use of the polygraph, it is increasingly used by Ukrainians to check employees, relatives, for expert assessments during court proceedings, and more. However, it is worth noting that there is an interesting guideline in Ukraine that explicitly allows the use of the polygraph in a narrow professional context. This refers to the guidelines for using computer polygraphs in the personnel management of the internal affairs agencies of Ukraine. This guideline regulates the use of the lie detector for the selection, recruitment, and placement of personnel in the internal affairs agencies. It is difficult to say whether the use of the lie detector has been effective in the internal affairs agencies or whether it has helped in recruiting honest, humane, well-mannered police officers, but the document itself establishes important restrictions, which, for example, employers ignore by testing their employees. For instance, the main condition for undergoing a test is voluntariness. Polygraph testing should only be conducted with the written consent of the individual. Contraindications to undergoing a lie detector test include alcohol or drug dependency, pregnancy, mental and certain other disorders – such as cardiovascular diseases, heart attacks or strokes. Prior to a lie detector test, an individual must undergo a medical examination and receive obtain a doctor's approval for such a test.

Today, many companies offer services for polygraph screening for employees and relatives. On all websites offering these services, the legitimacy of the testing procedure is explained in a vague and, to put it mildly, unconvincing manner. The lack of a regulatory framework governing the use of polygraph examinations is simply concealed from potential clients.

However, the absence of legislation on the use of lie detectors creates numerous problems, such as complicating the possibility of compensating for the moral or physical harm that might be inflicted on a person during such tests. In addition, the absence of legislation leads to amateurism, i.e., anyone can use a lie detector as they wish, despite the high probability and risk of violating human rights.

Due to the lack of norms regulating the use of polygraphs in labor relations, two main problems have arisen. Obviously, an employer should ensure that an employee or applicant undergoes a preliminary medical examination, or at least a consultation with a doctor regarding the suitability of undergoing a polygraph test.

The second problem is the acceptability of the alleged questions from a legal and moral and ethical point of view. After all, the Constitution of Ukraine allows a person to withhold personal information, including information about a crime they have committed.

In addition, in Ukraine, polygraph testing is used in forensic practice for conducting psychophysiological examinations. Although it can be conducted within the framework of not only criminal but also civil and administrative proceedings. Conducting a psychophysiological examination using a lie detector is justified if there are unresolved contradictions in the testimony of the participants in the process. The conclusions of such an examination in Ukraine can be recognized as evidence in a case and used by the court when rendering a decision or sentence. However, such evidence cannot be a sole proof of guilt but can only serve as additional or circumstantial evidence. At the same time, specialized state institutions do not conduct such examinations.

Currently, the state does not certify polygraph experts, i.e. this examination can be conducted by organizations and private individuals without any state permission, license, or admission to conduct this type of forensic examination, which significantly diminishes its evidential potential.

Due to the lack of legislation on the use of polygraphs ("Lie Detectors"), there is no uniform name for this type of examination. In procedural documents and on the websites of experts who offer such examinations, various names are used – forensic-psychological examination using a "Polygraph",

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forensic psychophysiological examination, and forensic psycho-physiological examination.

To become a polygraph examiner in Ukraine, it is enough to attend full time courses for about a month and then continue the education distantly, i.e., independently, solidify the acquired knowledge over six months. Eventually, a certificate can be granted. To be admitted to such courses, apart from being ready to pay, one must meet simple criteria — be over 25 years old, have a higher education degree (regardless the field of study), and have clean criminal record. Other requirements relate to the psycho-emotional characteristics of the individual [14—15].

Is it hard to trust someone who, for instance, holds a degree in economics, has attended lectures on how to operate polygraph only for a month and interprets the results of a lie detector test?

The absence of regulations governing the use of polygraphs, unfortunately, does not hinder its production, sale and service delivery. This means that the market in this area is only growing and expanding.

Accordingly, we can soon anticipate the redivision of this market within our country and the active introduction of polygraphs into all spheres of our lives, as the commercial prospects of the "polygraph industry" can always be optimized.

It is quite clear that llawmakers must have "courage" to regulate the use of polygraphs, to set requirements for those who receive a certificate (whether it is a certificate, diploma — any type of document) that allows them to be polygraph examiners, thus protecting us from dilettantes and imposters.

It is necessary to safeguard all of us from the intrusive desire of some employers to screen employees using lie detectors. Legislative action is needed to establish moral and ethical boundaries that a lie detector test cannot breach.

The legislative vacuum in most countries, including the UN, regarding the use of polygraphs is related to concerns about the reliability of the results of such tests. Science continues to work on improving polygraph technology, while ordinary citizens and candidates for leadership positions keep inventing new ways how to "fool" the polygraph.

Therefore, it is crucial not only to allow its use but also to define the cases in which it is permitted and those in which it is prohibited, to identify the group of individuals who cannot be subjected to such a test, and to set moral and ethical boundaries for the use of lie detectors.

It is equally important to establish regulatory principles for the use of polygraphs, such as voluntariness, age and physical restrictions, and the scope of possible use in the field of international relations. Establishing these principles would help manage the application of polygraphs in a way that respects both legal and ethical standards, ensuring that their use is fair, justified, and in line with human rights considerations.

Conclusions

Thus, artificial intelligence and its components, including the "Polygraph" as a means of psychological control, can serve as an effective tool and instrument for enhancing not only the quality of humanitarian management of interstate relations within the UN but also for the psychological evaluation of state leaders — candidates for entry into international institutions and in the field of personnel selection, ensuring objectivity in making humanitarian and effective management decisions locally. This is particularly relevant in wartime and post-war conditions for international management structures. Indeed, it is currently advisable for the UN to recommend so-called "Polygraphic" personnel filters and coordination of management efforts by appropriate structural units and specialized scientific institutions, where artificial intelligence can play an irreplaceable role.

The solution of the above tasks in Ukraine is also an objective necessity, and not only in the agencies of special competence. In this regard, the National Academy for Public Administration under the President of Ukraine should develop a new strategy for the state personnel policy of Ukraine, taking into account the capabilities of AI for the period of 2025—2030. A holistic research programme should help to cleanse the personnel of post-Soviet rudiments and become the basis for determining the areas of implementation of the state personnel policy of professional development in accordance with the needs of economic and social development of the state.

A positive trend in the field of human resources policy in Ukraine is the use of artificial intelligence means, including so-called "Polygraphs" or "Lie Detectors". Based on this, it is possible to identify vectors for efforts aimed at the psychological rehabilitation of personnel. In connection with this, the importance of such human qualities as respect for the law, integrity, protection of national interests, and humanism is increasing. Accelerating the acquisition of traits of humanism, integrity, professionalism, and patriotism by managers should be prioritized.

The main principles should be professionalism and competence, truth and justice, objectivity and responsibility. A very important factor in the implementation of personnel policy should be responsibility for the final results of leadership.

In turn, it is advisable to include software

development in the list of measures to form a paradigm for the use of artificial intelligence, available resources and means as a tool for preventing aggressive manifestations of societies in the UN environment, as the main areas of polar testing of state leaders:

− alienation from aggression, vulgarity, violence, and an inclination towards the concept of maintaining peace and well-being in society;

− distancing from characteristics of wastefulness, and a tendency to careful attitude and rational use of natural resources, including water and air, etc;

− respect for national and folk traditions and condemnation of their disregard, mockery of them;

− implementation of ecological, waste-free production, prevention of facts of disdainful attitude towards the rationality and efficiency of management;

− promotion of democracy development, fostering of humanistic traits of interstate coexistence, and condemnation of aggression, hypocrisy, deceit, and cruelty in any manifestations;

− strengthening the sense of responsibility for the results of leadership, misconduct and committed crimes, etc., and affirming the idea of the inevitability of punishment for committed crimes.

Based on the information presented above, enhancing the effectiveness of management and the implementation of interstate personnel policies can be achieved by creating (with the use of AI) a clear legal and organizational-economic mechanism of accountability for officials based on the results of their management. This involves informing them about the goals and tasks of the institutions and organizations they work for and evaluating their performance; fostering constructive interaction between state authorities and local self-government bodies based on scientifically grounded theories and concepts aimed at their organizational identification and effective end results; strengthening legal guarantees, both in terms of accountability and the material and moral interests of officials in the quality performance of their professional duties.

The method can be indispensable for recruiting employees in terms of ideology and propaganda. When appointing to responsible positions, it is again advisable to conduct testing on the "Polygraph" using special test indices for each defined area. It is also appropriate to introduce "Employee Codes," which should stipulate the promotion to higher positions, work in lower positions, etc. It is necessary to consider conclusions according to international, state, and even regional levels, including medical, political, public, trade union, and other organizations on the suitability for a particular position.

This approach ensures a holistic strategy where management effectiveness is not only measured by immediate results but is also aligned with broader ethical and professional standards. It integrates artificial intelligence and polygraph testing into a framework that emphasizes transparency, responsibility, and strategic alignment with organizational goals, all while respecting legal and ethical boundaries.

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ПАРАДИГМА ФОРМУВАННЯ АНТИКАТАКЛІПТИЧНОГО ІНСТРУМЕНТАРІЮ ПОПЕРЕДЖЕННЯ АГРЕСИВНИХ МІЖДЕРЖАВНИХ КОНФЛІКТІВ − ШТУЧНИЙ ІНТЕЛЕКТ (ШІ) У СПРАВІ ЗАБЕЗПЕЧЕННЯ ОБ'ЄКТИВНОЇ ОЦІНКИ КАДРІВ ТА ПРИЙНЯТТЯ ОБ'ЄКТИВНИХ, ГУМАНІТАРНИХ УПРАВЛІНСЬКИХ РІШЕНЬ

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Актуальність дослідження полягає у виявленні недоліків у сфері управління міждержавними відносинами та визначенні чинників, що спричиняють агресивні прояви в них. На основі аналізу літературних джерел та існуючого досвіду визначено причини їх виникнення і запропоновано шляхи їх попередження, включаючи використання штучного інтелекту (ШІ). Дослідження показало, що в умовах української військо-

вої економіки ефективність оборонної роботи, виробництва та соціального розвитку залежить від управлінських інструментів та якісного кадрового складу. Встановлено, що ШІ не завжди ефективно використовується для запобігання корупції, хабарництву, некомпетентності та безвідповідальності. Це є чинниками неефективного управління та реалізації державної оборонної політики. Вирішення цієї проблематики є нагальною потребою українського суспільства та найважливішою передумовою зміцнення держави, посилення її оборонних позицій у контексті підготовки до вступу в ЄС та НАТО. Авторами запропоновано парадигму формування антикатаклізматичного інструментарію на основі ШІ для запобігання агресивних міждержавних конфліктів, ініційованих "нікчемними" керівниками. Підвищення ефективності цих заходів пропонується за рахунок управлінських та державних інноваційно-управлінських важелів. Наукова новизна полягає в обґрунтуванні тези, що ШІ може забезпечити не лише чистоту і високу якість управлінських кадрів, а й гуманітарний відбір членів-вступників до міжнародних організацій, таких як ООН, посилення виконавчої дисципліни та організацію контролю за виконанням рішень. Практична цінність полягає в тому, що удосконалення управління на місцях забезпечить якість управлінських рішень, попередження зловживань, спокій у суспільстві та стабільне функціонування національних економік, роблячи їх конкурентоспроможними в умовах ЄС.

Ключові слова: управління, детектор брехні, поліграф, контроль, війна, трансформаційне суспільство, штучний інтелект, Організація Об'єднаних Націй (ООН), Європейський Союз (ЄС), ідеологія, стабільність, стратегія.

PARADIGM FOR FORMING ANTI-CATACLYSMIC INSTRUMENTS FOR PREVENTING AGGRESSIVE INTERSTATE CONFLICTS − ARTIFICIAL INTELLIGENCE (AI) IN TERMS OF ENSURING OBJECTIVE PERSONNEL EVALUATION AND MAKING OBJECTIVE, HUMANE MANAGERIAL DECISIONS

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The relevance of the research lies in identifying shortcomings in the field of management of interstate relations and determining the factors that trigger aggressive manifestations within them. Based on the analysis of literary sources and existing experience, the causes of their occurrence have been determined, and ways and

means of prevention have been proposed, including the use of artificial intelligence (AI). The article shows that in the context of the Ukrainian military economy, one of the main factors of efficiency of defence work, production and social development is the managerial tools and high-quality personnel which currently being formed in the sectoral and territorial areas, as well as humanism and scientific validity of managerial decisions in the field of interstate partnership relations. It has been established that in these circumstances, AI is not always used effectively, in particular in preventing the emergence of such negative phenomena as corruption and bribery, incompetence and irresponsibility, which are factors of ineffective management and implementation of the state defence policy. Meanwhile, addressing this issue is an urgent need of Ukrainian society and the most important prerequisite for strengthening the state, enhancing its defense positions in the context of preparation for membership in EU and NATO. The authors propose a paradigm of forming an AI-based anti-cataclysmic toolkit for preventing aggressive interstate conflicts initiated by "worthless" leaders. It is proposed to increase the effectiveness of these measures through managerial, state innovation and management mechanisms. The authors argues that the introduction of AI can ensure not only the purity and high quality of managerial personnel, but also use the means for humanitarian selection of applicant members, for example, to the UN, strengthening administrative discipline and organising control over the implementation of decisions in this structure. By improving the management of these factors at the local level, it is possible to ensure not only the appropriate quality of managerial decisions and prevention of abuse, but also peace in society and stable functioning of national economies, which can make them competitive in the EU.

Keywords: management, lie detector, polygraph, control, war, transformational society, artificial intelligence, United Nations (UN), European Union (EU), ideology, stability, strategy.

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