

## PSYCHOLOGICAL FACTORS DETERMINING THE EFFECTIVENESS OF MILITARY SERVICE

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### ABSTRACT

*The article discusses the effectiveness of the junior officer's service activity according to the described characteristics. It is well known that to achieve military success requires not only modern armaments and military equipment, but also mentally and physically trained personnel with the necessary professional knowledge, skills, certain characteristics at all levels of management. Therefore, from the point of view of maintaining combat readiness and continuously raising its level in the Armed Forces, it may be important and valuable to identify the psychological mechanisms for assessing the Effectiveness of Military Service (EMS), in the Armed Forces which will contribute to effective human resource management in the Armed Forces.*

**Keywords:** *military, officer, psychological mechanisms, human resource, management*

### INTRODUCTION

It is noteworthy that the effectiveness of military service is determined by finding rational ways to achieve the goal in a specific period of time, creating possible conditions, and finding worthy solutions through public resonance (in the context of public virtue). Apparently, effectiveness is determined by many factors, which are primarily related to the goals of providing physical and psychological security at the time (increasing combat effectiveness, activating the moral and psychological components, building and strengthening stable interpersonal relationships in military units). Therefore, it is necessary to study the effectiveness of the junior officer's service activities according to the described characteristics.

Under intense working conditions, a serviceman performing his duties may experience mental disorders, psychophysiological changes, and other changes that directly affect the efficiency of the serviceman's work.

The analysis of the scientific literature shows that there is no unified systemic approach to the essence, interpretation and evaluation of the "efficiency" concept (Loqyan A. B. 2015). This issue has not been clearly formulated yet, so it has not been discussed.

By identifying the psychological factors of military service efficiency, it will be possible to determine the criteria for ensuring the effectiveness of military service. Service in the Armed Forces (hereinafter referred to as AF) of RA is directly related to the combat effectiveness of the army. The servicemen, being in different situations every day, make lawful decisions in the context of the tasks set by the superior commanders. In usual situations, people's daily reactions are usually automatic, without much tension, but in combat situations, emergency solutions are required, unusual efforts are necessary to overcome the threat or challenge, loss or damage (Aghuzumtsyan R., Petrosyan L., Poghosyan S., Khachatryan A., 2015). Therefore, the comprehensive research is a purposeful attempt to develop accurate, effective methods of service during military service.

Thus, the issues raised in this research, which relate to the combat readiness, mobility and morale of the army, are always urgent issue. At present, the policy of the Armed Forces is aimed at increasing the share of contract service (hereinafter referred to as contract service) and improving its work. Therefore, this study is really relevant and timely, as the results obtained will have practical application. They can be used to make recommendations for overcoming extreme situations. If successful, they will be adapted not only for junior officers, but also for other categories of servicemen. The importance of work becomes clear not only for the military unit, but for the country as a whole, because, first of all, the army is one of the main social institutions of the leading elements of the state, where the Armed Forces performs its most important function - satisfies the need for security and discipline (Green E., 2002).

The relevance of the research topic is conditioned by the fact that the Republic of Armenia is located in a region that is a strategically important crossroad and is considered a country in conflict. And in order to successfully perform any strategic issue or situation with honor, it is necessary to have a stable level of moral and psychological support (Rubinstein S. L. 2002). And since for any soldier the officer staff sets a personal example and becomes the object of imitation, it is important to identify the effects of factors affecting the activities of the officer staff, to develop ways, which we plan to do in the future.

The issue of training the officers has always been relevant, but it has become more urgent recently, as the demand for training personnel who can carry out counter-terrorism

operations and perform combat missions in the area of military conflict has increased (Suvorova G.A. 2003).

The discovery of the psychological mechanisms of EMS in the Armed Forces will provide an opportunity to assess the effectiveness of the professional activities of servicemen, the quality of performance of duties, as well as to determine his professional knowledge, abilities and skills. That is a unique process that contributes to the increase of the efficiency of personnel training, military education, operative and combat training of servicemen. The introduction of assessment of servicemen's EMS in the Armed Forces will provide an opportunity effectively to organize and implement the issues related to their progress.

Service in the Armed Forces is directly related to the combat effectiveness of the army. It is important to discover the psychological mechanisms for assessing the effectiveness of military service in the Armed Forces from the point of view of maintaining combat effectiveness in the Armed Forces and continuously raising its level.

We assume that the discovery of a certain combination of personal characteristics underlying the development of different levels of service efficiency of the RA Armed Forces junior officers' can serve as a basis for the development of clear mechanisms for performance evaluation - implementation / persistence, organization, perseverance, patience, high level of intelligence, self-control, expression of general emotionality and its individual components in the norm /.

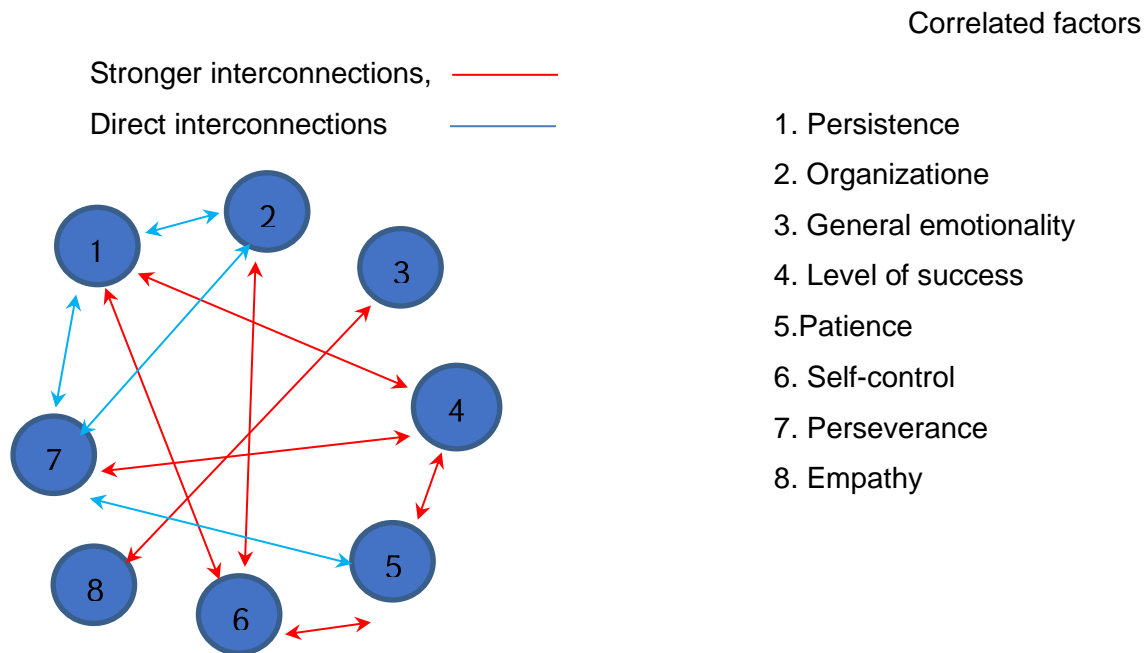
The study involved 10 junior officers and 200 compulsory conscripts (sergeant ants ordinary soldier) servicemen (expert group). Officers serving in the frontline military units (subdivisions) - 50, conscripts (sergeants – ordinary soldier) - 1000, officers serving in the reserve military units (subdivisions) - 50, conscripts (sergeants – ordinary soldiers) - 1000.

The research was carried out by the methods of observation, scientific experiment and testing. For a more comprehensive study a number of standardized methods have been used:

1. A. Mehrabyan and N. Epstein's «Empathize Diagnosis Questionnaire»
2. N. M. Peysakhov "Methodology of self-control and self-regulation" (test SSU)
3. E. P. Ilyin "Organization Self-Assessment" test
4. E. P. Ilyin and E. K. Fishchenko "Persistence Self-Assessment Questionnaire"
5. E. P. Ilyin and E. K. Fishchenko "Patience Self-Assessment Questionnaire"
6. E. P. Ilyin and E. K. Fishchenko "Perseverance Self-Assessment Test"
7. T. Elers "Methodology for the Study of Success Motivation"

## 8. J. Raveni “Progressive Matrices” methodology

Diagram 1



The diagrams shows that there is a stronger interconnection between **persistence and self-control**, which can be explained by the fact that this voluntary feature contributes to the fact that a person with great efforts creates resources and conditions not to interrupt activities in difficult conditions, to wait, to change the process of action and to reach the desired results at all costs. This can only be expressed in the context of a high level of self-control. This way also the direct interconnection between **persistence and organization** is explained.

There is a direct interconnection between the **level of success and patience**. This is explained by the fact that in the most difficult emotional states the readiness to restrain the force of taking impulsive actions and making hasty decisions is one of the most important conditions for success.

One of the most important conditions for success is **perseverance**, which proves very strong interconnection between **the level of success and perseverance**. For a perseverant person, the motives' struggle does not last long. He has great power to overcome difficulties, he assesses difficulty, finds its overcome ways and quickly makes a discoing. A perseverant person can change his mind only when he is convinced that he

is doing the right thing, which can be considered a guarantee of success.

A stronger interconnection has emerged between **the voluntary qualities of patience and perseverance**. The willingness to persevere in situations of mental stress, to endure, to strive for victory, sometimes at the cost of incredible willpower is typical for patient people. This feature of willpower is the key to success.

The diagram shows that there is a stronger interconnection between **the level of success and persistence**. Persistence is the ability to persevere, not giving up because of difficulties, to move steadily towards the goal, so a high level of persistence is directly proportional to the level of success.

The direct interconnection between **persistence and perseverance** is explained by the fact that both of these willpower traits are characterized by a willingness to stay active in situations of mental stress, to persevere, to strive for victory, and sometimes to work at the cost of incredible effort. The diagram presents that there is a stronger interconnection **between the empathy and general emotionality**. This is clear because only people with high levels of emotionality can empathize.

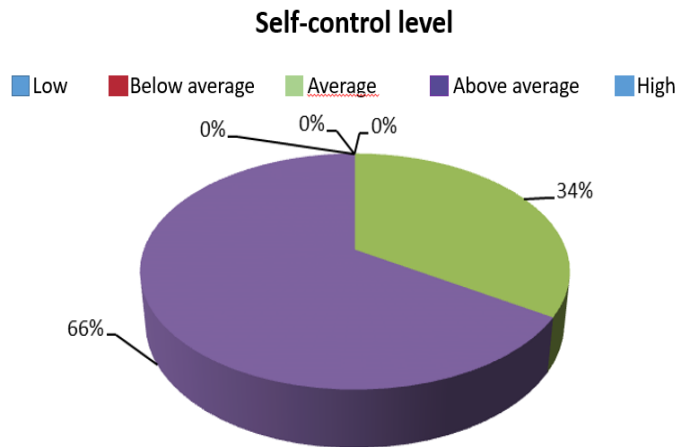
#### **Methodology of Emotional diagnosis (V.M. Rusalov)**

Emotionality diagnosis	Psychomotor	Intellectual	Communication al	General emotionality
Average indicators	33,72	34,14	34,34	102,2
Standard deviation	4,88	4,74	5,47	13,79

Analyzing the "Methodology of Emotional Diagnosis" (V.M. Rusalov), we found out that the general emotionality as well as its individual components fluctuates within the norm (0-71 points; general emotionality low level 72-102, general emotionality average level 103 and more in general emotionality high level, and in case of individual components 0 - 25 points for low emotionality, 26 - 34 for average, 35 and more for high).

It is clear from the diagrams that high / 56% / and very high levels / 40% / of empathy prevail in the military units of the Republic of Armenia.

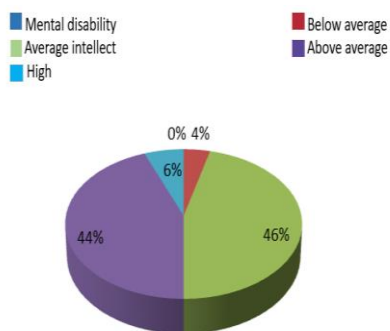
## RA military units



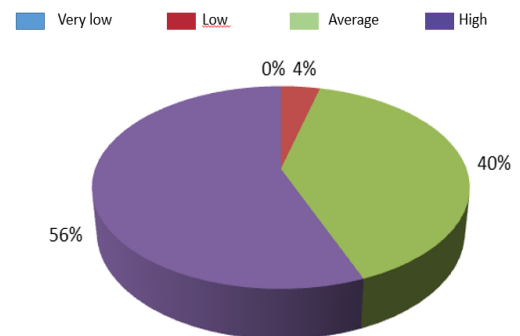
Thus, it can be concluded that in the military units of the Republic of Armenia prevails the average level of self-control (34%) and above average level / 66% /.

## RA military units

### Intellectual level assessment



### Empathy



Above presented diagrams illustrate that in the military units of the Republic of Armenia prevail the average / 46% / and above average / 44% / level of intellect. The work is organized in such a way that more knowledgeable and experienced personnel are involved in the military units of the Republic of Armenia, as there is a need in terms of security.

## CONCLUSION

Thus, summarizing the obtained large-scale indicators, we can state that the efficiency of military service activity is based on a unique selection of personal characteristics, a unique selection of personal structures which are persistence, organization, patience, empathy, high level of intellect and self-control, general

emotionality its individual components in the norm, which directly affects the level of success in the Armed Forces.

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