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Features of self-realization of the subject in a military-professional activity

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Abstract

The article presents the results of the study of the features of professional self-actualization of officers in the process of their professional development via the methodology for the diagnosis of situational self-actualization of the individual in the adapted version (SSI). The results reveal the dynamics of officers' installations on the main spheres of their self-realization in various spheres of life and their perceptions of a career in pursuit of professional goals. In conclusion, in the process of professional self-realization in the subject of the MPA, significant changes are experienced in terms of professional activity, attitude to frustration, anxiety and family.

Keywords: Professional, self-realization, self-actualization, sphere, career.

Características de la autorrealización del sujeto en una actividad militar-profesional

Resumen

El artículo presenta los resultados del estudio de las características de la autoactualización profesional de los funcionarios en el proceso de su desarrollo profesional a través de la metodología para el diagnóstico de la autoactualización de la situación del individuo en la versión adaptada (SSI). Los resultados revelan la dinámica de las instalaciones de los oficiales en las esferas principales de su autorrealización en diversas esferas de la vida y sus percepciones de una carrera en la búsqueda de objetivos profesionales. En conclusión, en el proceso de autorrealización profesional en el tema de la AMP, se experimentan cambios significativos en términos de actividad profesional, actitud ante la frustración, ansiedad y familia.

Palabras clave: Profesional, autorrealización, autorrealización, esfera, carrera.

1. INTRODUCTION

In today's conditions of the reformation and development of the Armed Forces of Ukraine and in the transition of Ukrainian society from monocultural management to democratic, the number of lifestyle choices, thoughts and activities of every person, including servicemen, has significantly increased. Until recently, the main criterion for the development of mankind and society was recognition of the achievement of maximum volumes of production and material goods, and now it is time to talk about the concept of human development, which offers completely different priorities. It defines human development as a process of human capacity development - a person

has to live a long professional life, be educated, use political and economic freedoms, rights, public respect for a person, etc.

All this affects the professional self-realization of the subject of the MPA, as the most possible embodiment of its internal existential potential in professional activities. Scientific study and identification of the features of the influence of these factors will allow us to more thoroughly approach the study of issues of professional activity, primarily in specifying how the specificity of military-professional activity on the personality characteristics of its subject is reflected, to what extent personal satisfaction with labor affects the effectiveness of activities and social processes. All this requires new empirical research since the content of professional self-realization cannot be understood without analyzing and taking into account life's principles and meanings, life values, ideals, life skills and abilities, life claims that is not yet sufficiently developed in modern psychology.

2. LITERATURE REVIEW

The theoretical precondition for analyzing the problem of professional self-actualization was labor in the field of professional psychology. The analysis of recent publications in the field of professional psychology shows that the level of professional orientation and professional achievements of the individual depends not only on objective needs, but due to the phenomena of professional consciousness, subjective representations, socio-psychological settings

and attitudes. For example, works presented by Volyanuk “Psychology of professional becoming a coach (Volyanuk, 2006: 18)”; Gupalovska “Professional self-realization as a factor in the formation of a woman's personality.” (Gupalovska, 2005: 18); Ermolaeva “Psychology of social realization of a professional.” (Ermolaeva, 2008: 13); Korostyleva “Psychology of personality self-realization: difficulties in the professional sphere” (Korostyleva, 2005: 20);

The methodological basis of this approach is the psychology of the subject, the theoretical positions about the essence of the person, the activity approach to studying the conditions of development and self-development of the officer's personality: an integrated approach to the problems of development and formation of the individual, an understanding of the individual as an active subject of his own life presented by (Maksimenko, 2010). Also, similar observations are presented in works obtained by Vintoniak “The differentiation of a professional self-image of officer is in the process of professional growth” (Vintoniak, 2014: 19); Bodrov “Psychology of professional fitness” (Bodrov, 2001: 10); Gumenuk “Psychology of professional activity of employees of the bodies of internal affairs.” (Gumenuk, 2011: 18).

The theoretical analysis of the disturbing problem has allowed us to develop and substantiate the structure and to define the essence of self-realization, its possible levels and criteria (Maksimenko, 2010). Accordingly, under professional self-realization, we will understand the space constructed by the subject that includes the most significant

events and phenomena of professional activity, which are the expression of his own individuality as meaningful and necessary for himself and others, self-realization (realization of his potentials), self-assertion, independence (ability to plan, regulate the purposefulness of their own activities, to reflection and self-reflection), creativity (ability to autonomous behavior, self-regulation and interpersonal interaction), self-moral education, self-confidence, consistency in achieving goals, ability to defend their rights, etc.

The high level of self-realization is the result of the formation of a conscious subjective position of the individual in the way of revealing, disclosing and objectifying his essential powers presented in works of Leont'ev "Self-realization and essential human powers. Psychology with a human face: a humanistic perspective in post-Soviet psychology" (Leont'ev, 1997: 19); Manoha "Psychology of secret I" (Manoha, 2001: 22); Mogilevkin "Career growth: diagnostics, technologists, training" (Mogilevkin, 2007: 19); Os'odlo "Influence of sensory-oriented orientations on the professional formation of an officer" (Os'odlo, 2009: 14); Titarenko "Life claims and professional formation of the personality of a practical psychologist" (Titarenko, 2003: 23); Frankl "Human in sense search" (Frankl, 1990: 18).

3. MATERIALS AND METHODS

Professional self-actualization was studied at military officers from the age of 22 to 55 years with the participation of 576 people.

Taking into account multidimensionality, ambiguity and contradictory nature of the phenomenon of professional self-realization during its study, we proceeded from the understanding of this construct as a predominantly conscious, purposeful process of disclosing our own potential of the personality of an officer in a variety of practical activities.

The following methods were used for the comprehensive study of professional self-actualization: the methodology for the diagnosis of situational self-actualization of the individual in the adapted version (SSI) (Dubovitskaya, 2005), the projective method Completion of sentences (Gupalovska, 2005), the questionnaire the idea of professional self-realization and adapted to military activity "Personnel questionnaire" (Mogilevkin, 2007: 20). The SSI method is a questionnaire, which includes 14 pairs of personality characteristics that reflect the state of self-actualization of a person in accordance with the description of (Maslow, 2001: Fujo & Dida, 2019).

4. RESULTS AND DISCUSSION

The analysis of the results by the method completion of sentences was carried out in accordance with modern directions of conceptualization of behavior and personality in projective psychology. Understanding the professional development of the subject of MPA as a process deployed in the life perspective, the personality of an officer is considered by us as a process, a reality that

is constantly evolving. Therefore, in our opinion, the use of projective tests at various stages of the personal process to assess the peculiarities of professional self-realization of an officer is justified. According to the results of the evaluation, the analysis of the officers' views on:

- 1) Professional activities;
- 2) Own life, values;
- 3) Personal self-realization;
- 4) Attitude to frustration, anxiety;
- 5) Families.

To increase the validity of the results, the answers were evaluated by a group of experts from three people. The reliability of judgments of psychologists was determined by matching answers of at least 2 people. Decoding of responses was carried out on a 3-point scale:

0 - No problems in a certain area;

1 - Minor problems, the presence of an emotional conflict in this area;

2 - Significant problems in a particular area.

Table 1: Dynamics of officer installations depending on the period of professional training.

Installations	Officers with different professional experience			Differences between groups (t – criterion)		
	1 group (n=197)	2 group (n=194)	3 group (n=185)			
	Average	Average	Average	1	1	2

	value	value	value	and 3	and 2	and 3
Professional activity	1,08*	0,52	0,57*	p < 0,05		
Own life and values	0,62	0,38	0,47			
Personal self-realization	1,02	1,16	1,46			
Attitude to frustration	1,34*	0,87*	0,22**	p < 0,05		p < 0,05
Attitude to the family	0,89	0,64	0,21	p < 0,05		

Note: * All correlations are significant when $p < 0,05$; ** when $p < 0,01$

Analysis of the data obtained using the method end of sentences allowed to reveal significant differences in the meanings on the scale professional activity, attitudes to frauds, thought and attitude to the family. The most significant changes occur in frustration and anxiety. Obtained analysis of the content of respondents' responses shows the significant influence of social factors on their emotional state. Young officers are the most sensitive to the military-social environment. Increased anxiety, in our opinion, is evidence of the difficulties they encounter in their professional activities. The most common variants of such responses that will reveal the indicated diagnostic features are: I am worried most ... my future; changes in the army; my work; feelings of hopelessness. Anxiety arises when ... there is no money; ahead of the unknown; my future; when there is a threat to life. Such opinion among officers is adhered to: 1 group - 39%; Group 2 - 25%; Group 3 - 14%).

His second installation, in which there are significant changes in the process of professional development of the subject of the MPA is professional activity. It should be noted that this scale describes the officer's attitude towards his leading activities. The obtained results of the survey, with the following statements, which actually reveal professional self-realization, found the following answers:

1. The most important thing for an officer ... honor; service, moral and ethical culture (such opinion among officers is observed: 1 group - 36%; 2 group - 55%; group 3 - 64%).

2. My service is interesting; meaningful; the case of my life (1 group - 29%, 2nd group - 48%, 3rd group - 62%).

3. My professional activity ... I like it; me satisfied; brings pleasure to me (group 1 - 23%, group 2 - 48%, group 3 - 59%).

4. Most officers go to service ... to perform their duties; serve; to realize itself (1 group - 23%, 2 groups - 38%, 3 groups - 57%). The second most frequent answer to this criterion was that officers go to work because they are forced to do this (young officers are 15%, the average is 22%, and the older are 29%);

5. My self-realization ... is necessary, helps in work; recognition of my experience when I work on a specialty.

At the same time, it should be noted that many of the responses (up to 17%) of the researchers excluded the emotional assessment and consisted only in the statement of the name of its leading activities. The vast answers were: My job is ... military service; as in all; a serviceman, etc. Thus, as can be seen from the foregoing, the peculiarity of officers' perceptions of professional self-realization is that the first positions in the answers take those components of the process of self-fulfillment that meet the criterion of satisfaction-dissatisfaction (satisfaction from work, the ability to do something useful, weighty, good) and criteria the implementation of professional values (professionalism and ethics of service relationships). In the study of professional self-actualization, internal evaluation by an officer of his own vital activity is important, which is formed as a result of reflection and self-reflection and corresponds to the principles of the subject of activity - autonomy, autonomy, the vision of perspective, creative self-development, and others.

A traditionally important area of an officer's activity is a family. According to the survey conducted by us, the vast majority of researchers believe that mother's family ... is the greatest value, great joy, responsibility, happiness, etc. (Group 1 - 43%, group 2 - 68%, group 3 - 79%) Family life is also a source of positive emotions for 62% of the respondents in the general sample. Completeness of life officers feels when family order (18%), they work for the sake of the family (21%), feel their significance as a man (23%). So, as we see, for other modern spheres, life is important for a modern officer, which helps them to realize themselves as a person. Literary sources confirm

the connection between the parameters of self-realization and family, and it is explained by the presence of responsibility for children, their future and the increase in age of the level of self-awareness in this area. For the diagnosis of the degree of self-actualization, which is experienced by the subject of MPA in different situations, we used the method of SSI. The results of the survey are shown in table 2.

Table 2: Indicators of self-actualization of officers depending on the period professional formation

Scale names	Officers with different professional experience			Differences between groups (t – criterion)		
	1 group (n=197)	2 group (n=194)	3 group (n=185)			
	Average value	Average value	Average value	1 and 3	1 and 2	2 and 3
What I am in life (in general)	55,32	52,18	59,33	p < 0,05		
What I am in pursuit of professional goals	45,69**	60,04**	52,17		p < 0,05	p < 0,05

Note: * All correlations are significant when $p < 0,05$; ** when $p < 0,01$

Diagnosis of the level of self-actualization of the subject of the MPA in two parameters made it possible to reveal to what extent the subjects are active in the self-actualization of the internal potential in life in general and in professional activity in particular. Assessment of the dynamics of the level of self-actualization of the subject of the MPA in the process of professional development shows that the

activity of officers in life, in general, is higher than in achieving professional goals (Bayat et al, 2014).

The results of the survey, found with this questionnaire, are given in Tables 3 and 4. The assessment of the career aspirations of officers was carried out by answering the following question: What does a successful career mean for you? Which makes it possible to find out the understanding of the investigated career essence. It should be noted that the psychosemantic content of this concept between the studied different groups is not significantly different. The most typical answers for officers were: to achieve high positions and titles, to receive a prestigious post; High material income; obtaining authority, etc. In addition, an empirical study allowed us to investigate how the officer’s rate events that they thought were most pleasing to professional advancement. So, from all the events taking place in the life of an officer (general sample), the most significant is determined - appointment to a higher position (75%).

Table 3: Indicators of harmony between service, family and leisure

Scale names	Officers with different professional experience			Differences between groups (t – criterion)		
	1 group (n=197)	2 group (n= 194)	3 group (n=185)			
	Average value	Average value	Average value	1 and 3	1 and 2	2 and 3
Indicators of harmony between service, family and leisure	2,1	1,2**	2,8**			p< 0,05

Note: ** significant differences when $p < 0,01$

An assessment of the indicators of harmony between service, family and recreation was carried out on three scale scales where 1 - a significant predominance of official activity, 2 - the domination of non-professional activity, 3 - an equilibrium between official and non-professional activity was achieved. So, for the 1 group of officers with low professional experience, responses were characterized by the domination of non-commissioned activity, which is explained mainly by the planning of personal comfort, the organization of their leisure, the search for a marital partner, etc., rather than the performance of official duties. Such indicators, most likely, indicate a violation of integrity in the structure of activity, primarily in the guiding and executive part of it (Kor et al., 2019).

5. CONCLUSION

1. In the process of professional self-realization in the subject of the MPA, significant changes are experienced in terms of professional activity, attitude to frustration, anxiety and family. The obtained data testify that changes in installations at different stages of professional formation cause certain difficulties for officers in the way of building their own careers. The latter do not regard professional activity as a sphere of realization of personal and professional potential, despite the fact that they spend about 70% of their time in the performance of official duties. The desire to occupy high positions is not accompanied

by a meaningful reflection on their behavior and status-role position. In addition, social factors that are most clearly manifested in the dyad "personality - military-professional environment" are influenced by professional self-realization. The presence of such problems requires the ability of the researcher to solve the personal and administrative problems that are in their competence.

2. Assessment of the dynamics of the level of self-actualization of the subject of the MPA in the process of professional development shows that the activity of officers in life, in general, is higher than in achieving professional goals. The low level of self-actualization of officers is observed at the first and third stages of professional development. It is characterized by a lack of steady aspiration to reveal and reveal its professional potential, the officers are immersed in an endless stream of everyday military service, they absorb the present with constant problems of both professional and personal character. At the same time, such results indicate the presence of the personality that is favorable for self-actualization, which can be implemented to establish optimal relationships between components of the basic personality, emotional tone of life and reasonable spending of energy resources for the balance of all spheres of the officer's life.

3. An important component of the life of the officer is professional. An assessment of the views of a career indicates that the latter is associated with career achievements and promotion (at least 75% of respondents). An assessment of the indicators of harmony between service and other areas of life shows that at different stages of

professional development officers are observed differently oriented tendencies in the performance of official duties. Career growth, in the presentation of the surveyed, involves a large number of positions, so effective career planning can bring officers closer to achieving their professional goals.

4. Investigation of the problem of professional self-realization of the subject of the MPA remains relevant, first of all, from the position of psychological support for this type of activity, and the latter should have its generic specificity, taking into account the land, air and maritime component. The expediency of this approach is indicated by modern research in the field of professional psychology, which offers a variety of systems of spiritual, mental and physical self-improvement.

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