

The Development of Professional Motivation of the Activity Subject under Specific Conditions

Vasyl I. Osodlo^{1,#,*}, Tetiana D. Perepeliuk^{2,#}, Oleksandr P. Kovalchuk^{1,#},
Inna I. Osadchenko^{2,#} and Viktoriia F. Vintoniak^{1,#}

¹The National Defence University of Ukraine named after Ivan Cherniakhovskiy, Kyiv, Ukraine

²Pavlo Tychyna Uman State Pedagogical University, Uman, Ukraine

Abstract: *Objective:* The study aims to clarify the most crucial interconnections of professional motivation with the features of this activity, its dependence on professional motivation and the personal traits of officers.

Background: The article presents the results of motivational research of the professional activity of officers. The received empirical data define the differences in visibility of professional motives and aims of activity, means and conditions of their implementation depending on the stage of professional development of the tested.

Method: The main research methods are: the study of literature on the research problem; the diagnosis of the visibility of the most prominent motives of the tested professional goals and the aims of their achievement have been carried out with the aid of the developed survey the core of which is formed by the requirements to reflect in its structure the holistic psychological, professional, social and other peculiarities of the MPA of officers.

Results: There's been research conducted on the interconnection of professional activity with personal traits and features, which has allowed to determine the peculiarities of personal determinacy of separate motivational components. As a result of this research, it has been established, that the demonstration of professional motives and aims of activity in the process of personal development depends on personal qualities.

Conclusion: At the first stage the more significant qualities are considered to be openness to receive new experience, initiative in terms of social contacts, high level of neuroticism, internality in the sphere of achievements; at the second stage – decency, the inclination to approve, internality in terms of interpersonal communication, at the third stage – emotional sustainability, the inclination to approve, internality in terms of life perception, internality in terms of family.

Keywords: Subject of professional activity, professional development, personal traits, features.

INTRODUCTION

When considering the motivational input of a human being as a psychological phenomenon, scientists encounter many different problems. When describing motivation as a process which determines the behaviour and the activity of a human being, the definition of this term could obtain a different content, for there're many different things that could lure and determine. It is actually true, motivation is often closely connected with needs and motives, with the outlook of an individual, of his inner perception of himself, his personal features functional states, emotions, knowledge, anticipated consequences, feedback received from other individuals etc. [1-5].

Taken into consideration the situation described, in our opinion when designating the motivation, it is better to concentrate the attention on a particular phenomenon with an appropriate methodological basis, and depending on the perspectives that define the

activity of the person, narrowing the subject field of the phenomenon under research. Taken into account the abovementioned, in the course of our research dedicated to the activity of the personality of an officer, the factor responsible for the establishment of the system is the category of subject. Therefore, the systematic and the subjective-actual approach which has been thoroughly described and developed in terms of domestic psychology in the scientific works of K.A. Abulhanova-Slavskaya [1], V.O. Bodrov [6], S.D. Maksimenko [7], B.F. Lomov [8] and other researchers. This will eventually be the methodological basis for carrying out further studies with regard to professional activity, including the motivational drives of a person to work and the development of the personality of a professional.

The object and subject of research in this context are the personal characteristics of the subject which reflect his capabilities to obtain necessary skills for a particular profession, the implementation of personal and professional plans, the successful fulfilment of professional tasks, from time to time under the conditions of extreme complicity, responsibility and threat to life. The personal principle of studying structural-dynamic tendencies, the establishment and

*Address correspondence to this author at the National Defence University of Ukraine named after Ivan Cherniakhovskiy, Kyiv, Ukraine; Pavlo Tychyna Uman State Pedagogical University, Uman, Ukraine; Tel: +380474434582, +380442710609; E-mail: t.volynets07@gmail.com

#All authors contributed this article.

demonstration of professional qualities, acquired in the process of professional activity under the conditions of his ontogenetical development and actual determination is widely represented in terms of the professional motivation of the subject of labour [6, 7, 9-12].

When describing the issues related to professional motivation, the matter of influence on the success of an activity is one of the crucial ones. It is a generally accepted fact that the explicitly obvious professional motives influence the effectiveness of any action. The professional motivation is dynamic, changing and perpetual that is developing under the permanent influence of partial and impartial factors. The structure of professional motives of an officer could be determined at different stages of his development as a professional: at the stage of selecting a future profession; in the process of performing service activities; in case of changing the place of service (place of work) etc.

The theoretical research with regard to the abovementioned problem obviously demonstrates that the peculiarity of this activity is reflected in the motivation and the goals of professional activity. In this context, professional motivation contains both dynamic and essential aspects. An important thing in this context is that the first is directed to clarify the motivation of the specialist, while the second is aimed at determining the process of transformation motives in the course of professional activity. This type of regulation of behavioural patterns of the individual, as a rule, has got to have a variety of motives, since it simultaneously corresponds not to one but several reasons [13]. The variety of motives is evidently presented by O.M. Leontiev [5], H. Heckhausen [12], S.D. Maksimenko [7] and other scientists.

Within the framework of the theory of activity "professional motivation" is considered to be an independent psychological phenomenon, which is more frequently considered to be the object of separate scientific researches [3, 6, 7, 13-15]. The results of analyzed literature, the conditions and means to develop professional activity prove the existence of different motives among the representatives of different professions [6-8, 16, 17]. However, additionally, the methodological system of analyzing motivation, currently used by Ukrainian and foreign psychology does not permit to determine the peculiarities of the motivation of professional activity holistically: the existing methods of its diagnosis are meant to determine the general perspective of the personality or

the level of visibility of separate motives, needs, interests etc., but it does not provide an opportunity to assess the peculiarities of motivation in terms of a particular activity. Therefore their implementation happens to be somewhat limited.

Additionally, the methods of studying motivation, according to its separate parameters, procedures of surveillance do not determine its development, the demonstration of particular traits connected with the professionalization of the subject of activity, the establishment of the personality of a professional, a core change in terms of the activity itself, its content and the requirements towards an individual in the course of different stages of professional development. These processes are guided and supported by several new and new aims of activity, changes in terms of criteria of success and respectively a change in priorities of different motives, their meaning to achieve final and limited results of professional activity.

Based on the principals of the unity of the essential and dynamic components of the psycho in the scientific works of V.G. Aseev [2], V.O. Bodrov [6], O.M. Leontiev [5], S.D. Maksimenko [7], Y. Terletska [18], L. Koishigulova *et al.* [19], B. Yakymchuk *et al.* [20] and others, a proven perception on motivation as a structural-dynamic phenomenon has been established, and we're planning to stick to this statement in the course of our research. The more obvious motives promote activity that creates new motives and goals in the process of development of motivation.

The issue of motivation is one the most relevant in terms of psychology and is always considered in the form of a triad "motivation-personality-activity". Motivation is the driving force behind any type of behaviour plays a crucial role in the process of developing the personality of the military personnel. Therefore, the determining and the analyses of dynamic and energetic tendencies has a significant impact on the personal-professional growth of officers. The essential meaning of military service for a military man is not only to satisfy personal needs and the ability to achieve certain results, and it is based on the activity itself, the engagement, the success, full development of personal capabilities, the actualizing and implementing of personal skills. A negative motivation or the absence of motivation and longings feeds on the energy of a human being, disrupts its inner world, psychological endurance, the positive perception of life. The peculiarities of motivation depend on the personal

features and the peculiarities of the professional activity of the individual, and it performs [13].

The theoretical analyses of the issue of professional motivation have allowed us to formulate a certain number of assumptions on the possible determinants for a successful professional activity. Therefore, when providing proof for the methodology, we were formulating our opinion on the assumptions that, professional activity is connected with the content and the level of intensity of demonstrating motives, aims, conditions and means to perform tasks in the line of duty, that are different in comparison to each other depending on the stages of professional development.

The implementation in the course of the research the mentioned theoretical provisions has determined its purpose: to clarify the most crucial interconnections of professional motivation with the features of this activity, its dependence on the professional motivation and the personal traits of officers.

The tasks of the research:

- to develop a specialized methodology to study the professional motivation of an MPA subject on different stages of professional development;
- to determine the peculiarities of the professional motivation of officers and the and its particular traits in the process of professional development;
- to determine the interconnections between professional motivation and the personal traits of officers.

MATERIALS AND METHODS

The focus group for studying the professional motivation were military personnel in an officer's rank with a variety in age from 22 till 55 with a total number of 576 individuals. In the course of studying the personal traits, we have used the scale created by J. Howard and P. Medina, that the authors have called the (Big Five Locator) and the methodology of assessing the partial control (adapted by O.G. Xenofontova).

The diagnosis of the visibility of the most prominent motives of the tested professional goals and the aims of their achievement have been carried out with the aid of the developed survey the core of which is formed by the requirements to reflect in its structure the holistic psychological, professional, social and other

peculiarities of the MPA of officers; the complicity of conditions under which it is performed and the high level of social and professional responsibility. The presented methodology has been implemented in the course of the procedure of group and individual survey. The statistical processing of the data acquired was conducted with the use of software SPSS v 10.0 and Microsoft Excel, including the variable factors of statistics, the criteria in terms of difference and the correlational analyses.

All procedures performed in studies involving human participants were in accordance with the ethical standards of the institutional and national research committee and with the 1964 Helsinki declaration and its later amendments or comparable ethical standards. A study was approved by the Central Ethics Committee of the Ministry of Health of Ukraine, November 18, 2019, No 1584-I. Informed consent was obtained from all individual participants included in the study.

RESULTS

In the process of the research, we managed to foresee that the peculiarity of MPA and the type of professionalization will be reflected in the change of motivational activity depending on the stage of professional development. The studying of the professional motivation of the MPA subject in the course of different stages of professional development has allowed us to set up the prevailing motives, aims, means and conditions of their implementation in the course of each and every one of them (Table 1).

The studying of professional motivation is a pretty interesting subject from a scientific perspective in terms of determining the possible motivational tendencies in the course of professional development of officers. The results of studying motivation on different stages of the professional development of an officer have demonstrated that the positions of the initial three motives, that happen to have clear differences between groups in the process of development are the following: Longing for success, growth in terms of career; social and legal protection; longing to perform save activities. The received data and their stratification demonstrate the dominance of one of the motives depending on the stage of development. Thus, the officers on the first and the second stage (1st and 2nd group) of professional development experience a change in motivation towards career growth, and the clearance of contradictions between the longing to succeed and the longing to carry out save activities. However, on

Table 1: The Dynamics of Motives, Aims and Means of their Implementation Depending on the Period of Professional Development

The motivational elements	Officers with a different level of working experience						The differences between groups (t – criteria)		
	1 group (n=197)		2 group (n= 194)		3 group (n=185)		1 and 3	1 and 2	2 and 3
	Rank	Average	Rank	Average	2 and 3	Average			
Longing for success, growth in terms of career.	1	4.08	1	4.52	4	3.57			p < 0.05
Longing for social and legal protection	4	3.72	2	4.38	1	4.67	p < 0.05	p < 0.05	
Longing to achieve material-financial stability	2	4.02	3	4.16	2	4.46			
The longing to discover, communicate, self-identify	5	3.52	4	3.87	6	3.22			
The adherence to a prestigious profession	3	3.89	6	3.64	5	3.16			
Professional achievements	6	3.72	5	3.68	7	3.04			
The longing to perform save activities	7	2.51	7	3.54	3	4.05	p < 0.05		
The aims of activity									
The achievement of high professional results	1	4.18	5	4.00	3	3.4	p < 0.05		
The assurance of security and the maintenance of physical and psychological health	5	3.42	7	3.74	5	3.73			
Personal improvement	3	3.77	2	4.14	4	3.83			
The assurance of an acceptable level of income	4	3.75	4	4.05	1	4.26			
To become a decent society member among professionals	5	3.42	6	3.84	5	3.73			
To obtain a higher post, rank	2	4.12	1	4.21	6	3.46	p < 0.05		
To carry out a significant input in terms of professional activity	6	3.11	3	4.11	2	4.20	p < 0.05		
The means to achieve professional results									
Carrying out instructions	2	4.1	5	3.9	6	3.5			p < 0.05
Carrying out orders	1	4.2	6	3.8	5	3.6			
The avoiding of unfavourable situations	4	3.9	3	4.1	2	4.3			
The development of skills of effective communication	6	3.5	5	3.9	4	3.8			
The readiness to take responsibility	5	3.7	4	4.0	7	3.2			p < 0.05
To demonstrate initiative	4	3.6	7	3.7	7	3.2			
To demonstrate creativity in terms of carrying put professional tasks	5	3.85	4	4.0	3	4.1			
Mutual assistance	3	4.0	1	4.2	1	4.4			
The ability to act under different circumstances	6	3.5	2	4.16	2	4.30	p < 0.05		

Note: * All correlations have meaning when p < 0.05.

the stage of finishing up the professional activity (3rd group), this motive loses its attraction (the clear difference between group 2 and 3, $p < 0.05$) and occupies only the fourth place in the stratification of visible motives.

It is complicated to predict and assess the professional value of one or the other motive or aim of the activity. However, on the level of analyzing particular professional motives-aims of the personality, within the framework of the holistic professional environment, a certain model of a professional could be developed and used to determine the type of professional motivation. It is in the process of analyzing this model of a professional that allows determining the generic for a particular professional group valuable and meaningful components of professional motivation.

The analyses of professional goals of activity clearly demonstrates that in the process of professional development there're significant changes in determining the following aims: the achievement of high professional results (proven differences between group 1 and 3), the longing to receive a higher position and rank (proven differences between group 1 and 3) and the desire to make an input in the development of one's profession (proven differences between group 1 and 3).

The determined professional goals evidently determine that the motivational potential of military labour loses its impact with time. Thus, the longing for professional achievements among officers is evidently visible at the primary and secondary stage of professionalization. Furthermore, the officers do not long for growth in terms of career due to a great variety of reasons. It is obvious that the difference between the great variety of factors that determine the career growth of an officer could be a subject for separate research. Additionally, on the third stage of professional development among officers, there're different motivational tendencies on the enlargement of spheres for personal input. Without the longing for growth in terms of career, the tested are attempting to make an input in the development of the military-professional cause, by incarnating this way the sense and meaning of the personal activity.

In the course of the correlational analyses, a complex of features of a personality closely connected to components of professional motivation has been determined, this further allowed to foresee their significant role in terms of establishment, development

and demonstrating their level in the area of professional expertise. This includes: an open mind in terms of experience, decency, and the tendency to approve the five-factor methodology in terms of personality assessment [17] and the internality in terms of the methodology of "Locus control". The professional motivation is connected with a broad spectrum of personal features, that prove the intensification of personal determinacy to be responsible for its development as a part of professional development (Table 2).

It has been pointed out that the content of professional motivation (motives and aims), as well as the peculiarities of its demonstrated result (means and conditions to reach the aims of professional activity), are related to a great variety of personal features. In terms of professional motives and aims the following proven correlational interconnections have been determined: emotional sustainability: ($r > 0.28^*$); extraversion ($r > 0.26$); openness to acquire new experience ($r > 0.32$); decency ($r > 0.34$), internality in the spheres of interpersonal relations ($r > 0.27$); internality in terms of a vision of life perspectives ($r > 0.26$); internality in terms of family issues ($r > 0.32$). The motive of longing for saving activity has negative correlational connections with such personal features as internality in the sphere of achievements ($r = -0.35$), and neuroticism ($r = -0.39$). The more significant in terms of choice means and conditions to implement the goals are the following: the inclination to approve ($r > 0.32$); decency ($r > 0.34$), neuroticism ($r = -0.39$), internality in terms of professional activity ($r = 0.28$); general internality (0.29); internality in terms of mischievements ($r = -0.25$).

In accordance with the results of studying the professional motivation of officers in the process of professional development, we've conducted an assessment of intercorrelation of personal features and the types of professional motivation among different focus groups. It has been determined that in the process of professional development, the role of personal influence on the professional motivation significantly increases, the type of which is changing depending on the stage of development. Thus, at the stage of initial professionalization the most significant qualities are considered to be openness to receive new experience, initiative in terms of social contacts, high results in terms of neuroticism; internality in the sphere of achievement; at the second stage – decency, the inclination to approve, internality in the sphere of

Table 2: The Interconnection of Professional Motivation with Personal Features

Motivational components	Personal features in accordance with the methodology	
	5 personality factors	LK
Motives		
The longing for success, growth in terms of career	Emotional sustainability (0.29 [^]); openness to acquire new experience (0.28 [^]); decency (0.34 [^])	Internality in terms of professional activity (0.31 [^]); internality in the sphere of interpersonal relations (0.27 [^])
The longing for self-identification	Decency (0.38 [^]) openness to acquiring new experience (0.32 [^])	Internality in the sphere of interpersonal relations (0.29 [^]); internality in terms of life perception (0.26 [^]); internality in the sphere of the family (0.32 [^])
The longing for save activity	Neuroticism (-0.39 [^])	Internality in the sphere of achievements (-0.35 [^])
The longing for material-financial stability	Inclination for approval (0.30 [^])	Internality in the sphere of family (0.33 [^])
Aims of activity		
The achievement of high professional results	Emotional sustainability (0.28 [^])	Internality in the sphere of achievements (0.28)
To receive a higher post, rank	Extraversion (0.26 [^]); the inclination to approve (0.30 ^{**})	Internality in the sphere of interpersonal relations (0.31 [^])
Personal improvement	Openness to new experience (0.27 [^])	Internality in the sphere of interpersonal relations (0.30 [^]); internality in terms of professional activity (0.27 [^])
The aims of achieving goals		
The carrying out of instructions	The inclination to approve (0.32 ^{**})	Internality in terms of professional activity (0.28 [^]); internality in the sphere of mischievements (-0.25 [^])
The ability to act under different circumstances	Neuroticism (-0.39 ^{**})	-
The demonstration of initiative	Neuroticism (-0.39 ^{**})	-
The avoiding of unfavourable conditions	Decency (0.34)	Generic internality (0.29)
The conditions for implementing goals		
Professional	Neuroticism (-0.39 [^])	-
Organizational	Emotional sustainability (0.28 [^])	-
Social	The Inclination to approve (0.25 [^])	Internality in the sphere of the family (0.34 [^])
Material	-	-

Note: * All correlations are valid under p < 0.05; ** All correlations are valid under p < 0.01.

interpersonal relations, at the third stage – emotional sustainability, the inclination to approve, internality in terms of the perception of life; internality in terms of family life.

The changes in personal determinacy of motivation can be caused by the following reasons: in the process of professional development of officers the picture of “social welfare” experiences perpetual changes dependent on external factors and is indirectly influenced by partial factors – life settings, assessments, goals and meanings; the increase of the role, with the increase of professional experience the mentioned personal features in assuring the fulfilment of military-professional tasks; the increase of roles of

personal features in assuring the fulfilment of professional aims including the particular means and conditions of activity.

Thus, the results of the research have evidently proven that in order to study the professional motivation the chosen performance to assess motivation, aims means and the conditions of their implementation allows to determine the type of content and the demonstration of motivational components, to restore the professional peculiarities of the motivation of the MPA subject at different stages of professional development. Thus, the implementation of the principle of motivational assessment, as a structural-dynamic phenomenon has allowed us to determine the

tendencies in terms of professional motivation, predetermined by the different professional experience of the test taken into consideration the ways and conditions of its implementation. The mirroring in the structure of professional motivation, on the one hand, the peculiarity of a particular activity and on the other hand the partial meaning of its separate components allows to determine the level of professional development, the correspondence between the activity of the subject of MPA to aims, tasks and conditions of military activity.

The diagnosis of professional motivation at different stages of professional development could be perceived as a factor to determine the success of the development of a specialist, an empirical indicator, to analyze the reasons for a decrease in the effectiveness of the activity. Therefore, the received results prove the necessity to conduct further research in terms of interconnections of professional motives and goals at different stages of professional development, their reciprocal correlation and inclusion in the course of assessment and predicting the partial activity of the personality of an officer.

DISCUSSION

When assessing the motive of longing for success, it is worth mentioning that its visibility has a feeble correlation with the motives of professional achievements and the prestige to serve as an officer. This type of interconnections does evidently prove the certain level of the inadequacy of professional deeds. In many cases, this inadequacy could be the evidence of violating the identification processes based on status-role (social) positions, that in the process of professional development are to be taken by the subject of MPA. All of this requires additional research not only in terms of those psychological features of the subject, that assure the performance of the instrumental function of the profession but also the value-motivational qualities of a military professional that correspond to his social functions.

A very important motive for the tested is social and legal protection (clear differences between groups, $p < 0.05$). The high importance of the motive evidently proves that in order to perform an effective professional activity, an appropriate normative-legal basis should be established. Together with the growth of professional working experience, the process of actualizing the abovementioned motive is displayed via a linear process. It has been determined that the apparent motive for the tested is the longing to carry out save

activities (the clear difference between groups 1 and 3, $p < 0.05$). The save activities encompass several conditions and factors that assure the normal functioning and development of the MPA subject and its environment. Practically acquired data obviously demonstrates that together with the growth of professional knowledge, there's a growth in visibility of the mentioned motive. The assessment of the data acquired allows us to determine the peculiarities of the attitude of officers towards the military-professional environment. It's worth expecting that together with the growth of professional experience the officers will be more evidence demonstrating the qualities related with self-control, adequate assessment of professional goals, the external conditions to perform the activities, the search and acquiring of information necessary to perform functional duties etc.

The longing to perform save activities is actualized among military personnel, first and foremost in order to preserve the psychological and physical health, the avoiding of psychological threats related with the misuse of authority of the higher command, decisions taken on a voluntarily basis and a low level of professionalism, social and natural disasters, military-social conflicts and others. The psychological security is considered as a state of the military personnel when his appropriate psychological and physical development can be guaranteed, and all the internal and external threat to his psychological health are eliminated. Additionally, the tested consider discovering and communicating of great importance together with save activity, which correlates with the dominating goals – self-identification, the achievement of a higher social status, personal and professional improvement.

Among the other visible motives, it's worth mentioning there're also the following aspirations such as the longing for material and financial stability, that in terms of professional development are applicable to all professional groups and their applicability does not significantly change in the course of the service. Thus, the received practical data prove that in the course of professional development the dynamics of the professional development of an officer does not have any linear traits, it is interchangeable and is a permanently ongoing process under the influence of a great variety of partial and impartial factors. The structure of professional motives in the process of development of a military professional has peculiarities of its own and is demonstrated in a different configuration of visible motives at different stages of activity.

The hierarchy of motives is closely related to the issue of determining goals, thus the search for appropriate objects in an external environment that meet the aims of the MPA. Additionally, in terms of this hierarchy, it is important to pay attention not only to external objects but also to the inner world of the personality, which is the source of activity of a subject. Therefore, the specification of the set goals forces us to pay attention to the internal sources of activity of the MPA subject, before they're reflected in the dyad "motive-aim".

D.O Leontiev in his scientific work has clearly identified that among personal factors the most important happened to be the actual sense, that is formulated as the result of mirroring the relations between the subject and the object or process at which his activity is aimed at. They could be aimed at achieving an indirect result (aim) as well as the type of relations that connect the aim and the motives of activity [5]. These aims in terms of motivational tendencies prove that professional activity of the tested at this particular stage has the type of meta activity and allows to determine the peculiar personal traits of the professional motivation of the MPA subject. The establishment of the profile of meta professional qualities of the subject represents the unique material on specifying the ontogenetical story of the military professional development of the personality of the officer.

Thus, the collected data evidently proves that in the process of professional development, the MPA subject experiences changes in terms of the significance of professional goals. On all the stages of professional development, there're significant changes in terms of obtaining high professional results, to get a more senior post or rank and provide a deliberate input in the development of one's profession. The received data evidently prove that the professional aims do not correspond with motivational components. The received data also evidently prove that the professional goals do not thoroughly correspond with the motivational components. Mainly because the motivational component depends on the aims and tasks of activity that determine the dynamic tendencies of the personality, thus furthermore based on the received data we could assume, that the professional aims of the MPA subject could have an insufficient motivational force because of their insufficient realization. The insufficient realization is first and foremost connected with the intensive changes that are ongoing in our society. Many of the officers didn't acquire the necessary skills to live in a modern

changing environment. The behavioural strategy of the personality under these circumstances will be determined by the tolerance to the unknown (the acceptance of news, the acceptance of difficulties and the tolerance in terms of difficulties).

The progressive professional developments of the subject are assured by the active strategy of behaviour that encompasses the implementation of certain means in achieving professional results and facilitates constructive professional development. The choice of an active strategy is a clear indicator of a grown-up developed personality, B.G. Ananiev when describing the peculiarities of a grown-up individual mentioned the unity of internal situations, behavioural tactics and strategies with the generic ideas and outlook [15].

The professional development of officers at every stage of professional development has its peculiarities that are demonstrated in means and methods of achieving professional results: the fulfilment of instructions, orders and mutual assistance on the first stage; the acceptance of responsibility, mutual assistance and the ability to act under different circumstances at the second stage; the avoidance of unfavourable conditions, the ability to act under different conditions and mutual assistance at the third one. The results of the research create an opportunity to claim that the professional activity of the MPA subject at the first stage is for the most part regulated by the administrative-directive means and methods. At the second and the third stage in terms of the professional activity of officers, a more significant role lies with the personal determinants that together with the motivational components assure the achievement of professional goals. Therefore, the next step of our research was to clarify the intensity of the connection between the motivational sphere and the personal peculiarities of the MPA subject.

CONCLUSIONS

The psychological research of professional motivation evidently proves the necessity of its studying in tight correspondence with other aspects of life, mainly with means and conditions to perform professional tasks. The received results have provided us with the fundamentals to claim that in the course of professional development the professional motives and goals do not happen to be universal constructs, they are to a significant extent determined by personal features and type of professional relations. The process of professional development of an officer is supported by changes in terms of developing

professional motivation and is determined not only by the level of significance of the main groups of professional motives but also the peculiarities of their structure that happen to be different amongst officers with different professional working experience. The appropriate assessment of professional motives and inclination is an important factor in terms of predicting further success and professional development in future.

Therefore, the matters of proving the necessity to implement new methods of assessment of professional motivation to determine the individual-psychological features of the tested, the meaning and the value constructs of different motives, the peculiarities of subjective reflection in terms of defining the essential part of the motivational activity of an individual are of extreme importance. Therefore, taken into account the presented methodological provisions, determined in the course of theoretical research, the psychological determinant of professional motivation (the increase in terms of structuring the motives, significant growth in terms of visible motives, a change of force in terms of separate motives, the increase of adequate motivation in terms of professional activity etc.). It is possible to predict, that this process will be demonstrated in terms of a significant change in the structure of motives, the establishment of goals and means to achieve professional results in terms of a particular activity, which in its place is to be determined by the content of the educational-combat tasks of the subject in the course of military professional activity (MPA). The demonstration of professional motives and aims of activity in the process of professional development depends on personal traits and characteristics. Thus, at the first stage the most significant qualities are the openness to receive new experience, initiative in terms of social contacts, high levels of neuroticism, internality in the sphere of achievement; at the second stage – decency, the inclination to approve, internality in the sphere of interpersonal relations, at the third stage – emotional sustainability, inclination to approve, internality in terms of life perception, internality in terms of family life.

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