

Relationship Between Motivation of Professional Activity of Security and Defense Sector Workers with Qualities and Attitudes to Different Parties

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ABSTRACT

The article presents the results of a study of the characteristics of professional motivation of security and defense workers and identifies the relationship between motivation and individual psychological qualities and attitudes of individuals to different aspects of reality in police officers and servicemen. The sample consisted of 109 members of the security and defense sector, who were divided into two groups: the first group - 57 servicemen who had just joined the Armed Forces of Ukraine (52.3%) and the second group - 52 police officers who were first hired in criminal police units (47.7%). Research methods: analysis of scientific literature; psychological diagnosis; statistical analysis. It is established that the main motivators of servicemen's professional activity are: 1) high earnings, 2) diversity, 3) achieving complex goals, 4) interesting, socially useful work. The most significant motivators for police officers are: 1) interesting, socially useful work, 2) structuring of work, 3) high earnings, 4) achievement of complex goals. A number of statistically significant direct and inverse correlations between job motivators and personality qualities and the attitude of servicemen and police officers to different aspects of reality have been identified, which will help the manager (psychologist) to increase efficiency and rational use of personnel.

Keywords: Servicemen, motivation, police officers, professional activity, attitude, qualities.

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INTRODUCTION

The rapidity of socio-economic changes in modern life, plus the integration processes taking place in Ukraine, contribute to the growth of the requirements for the level of professionalism of specialists in the security and defense sector. This is primarily due to the specifics of their professional activities which are extreme and risky (national security and defense, public safety and order; use of firearms; repulse and deterrence of aggression; being in situations involving death, injury, trauma; stay in hostages or negotiating with criminals, etc.) and aims to protect the rights and freedoms of citizens. Peculiarities and specifics of professional activity of specialists of the Armed Forces of Ukraine and the National Police of Ukraine place high demands on business, moral and professional qualities of their personality. But the effectiveness of the professional activities of specialists in the security and defense sector requires not only the development of certain qualities and abilities of their personality, but also interest in work, interest in achieving results and satisfaction with the work performed.

There are a number of factors that lead to job satisfaction, ie there are motivators that can positively affect the employee and improve his performance. For example, the authors single out the following: the content of activities, success, recognition of the employee as a person, the possibility of promotion, etc. [2, 4, 6]. Note that the motivational sphere of a person is dynamic, motivation may increase or decrease, motivators change. Therefore, the problem of diagnosis and monitoring of the positive

impact of motivators on the professional activities of security and defense workers does not lose its relevance and needs new solutions taking into account the dynamics of change in modern life. Solving the above problems can give us an idea of what helps a specialist whose professional activity is carried out in the field of law enforcement and national security and defense, to effectively solve official tasks, and what negatively affects which factor needs to be eliminated, which management methods used to improve employee motivation and thus increase the effectiveness of its activities.

Authors such as O. Bandurka, L. Balabanova, V. Barko emphasized that motivation to serve and perform professional activity is one of the factors that determines the effectiveness of performance of official tasks and ensures the formation of stress resistance in employees of the security and defense sector. D. Kobzin, I. Prykhdok, O. Safin, V. Sobolev, O. Stolyarenko, V. Osyodlo, O. Timchenko, O. Tsilmak, S. Yakovenko and others. In one of the latest surveys, a sample of 1,083 police officers from various units (criminal police, pre-trial investigation bodies, district police officers, patrol police) determined that the main motivators of their activities are: the desire for interesting and socially useful work; the need for self-improvement; desire to receive a high salary; the need for public recognition; in a clear structuring of work [8]. Despite the significant number of studies of professional motivation of both servicemen and law enforcement officers, unfortunately, they lack unanimity in determining the motivational profile of employees; comparative analysis of the main motivators

of activity according to the criteria of age, gender, subdivision; all-Ukrainian research.

Foreign authors (J. Atkinson, B. Weiner, F. Herzberg, D. McClelland, R. Nigard and others) have also repeatedly noted the existence of a close relationship between performance and motives for achievement, which is manifested in: setting and achieving complex goals; taken responsibility for their own lives and success; raising the level of claims; compliance of motivation with personal capabilities, etc. Both domestic and foreign authors unanimously emphasize that understanding the motives of employees and the factors that determine them allows the head (manager) to increase the efficiency and rational use of staff.

The aim of the study is to empirically study the characteristics of professional motivation of security and defense workers and to determine the relationship between motivation and individual psychological qualities and attitudes of individuals to different aspects of reality in police officers and military personnel.

To achieve this goal, the following research objectives were set:

- to determine and compare the motivational profile of the personality of police officers and servicemen.
- to compare indicators of motivators of behavior of servicemen and police officers with indicators of their individual psychological qualities of the person.
- to find out the relationship between the motivators of the behavior of servicemen and police officers and the peculiarities of their attitude to different aspects of reality.

A set of methods was used to solve the set tasks: theoretical methods - analysis, synthesis and generalization of psychological literature on the research problem; empirical methods - psychodiagnostic test methods, including: method "Study of the motivational profile of the individual" (authors S. Richie, P. Martin) to determine the satisfaction of 12 basic human needs in the process [4]; method "Modified personality card" (author K. Platonov) - to determine the professionally important

and personal qualities of the individual. It is built on the principle of polar profiles and includes 93 individual psychological properties and attitudes of the individual. Each property is evaluated on a 10-point scale [1]. Mathematical and statistical data processing was performed using software packages "SPSS 22.0" and "Microsoft Office Excel 2003", which provided the calculation of variational statistics: Student's t-test for independent samples to identify statistically significant differences between the average values of comparable indicators between study groups.; Spearman's rs correlation analysis between two variable related correlations was used to establish the density of relationships between the studied indicators.

MAIN TEXT

The study sample consisted of 109 employees of the security and defense sector, which were divided into two groups. The first group of subjects - 57 servicemen who had just joined the Armed Forces of Ukraine, the length of service at the time of testing was 3 months (52.3%). The second group of the study - 52 police officers who were first hired in the criminal police, service experience - 2 months (47.7%).

First, using the method of "Study of the motivational profile of the individual" (authors S. Richie, P. Martin), we diagnosed the relevance and significance of the twelve needs for employees of the security and defense sector and identified their motivational profile. As can be seen from Table 1, the dominance of servicemen (1 group) was determined by the following needs: high earnings and material incentives (37.49 ± 13.84), diversity and stimulation (36.46 ± 15.48), achievement of complex goals (33.49 ± 9.34), interesting, socially useful work (32.98 ± 12.52). The least important for servicemen are the needs for stable relationships (25.49 ± 10.76), comfortable working conditions (25.54 ± 11.81), social contacts (26.26 ± 14.04) and influence and power ($26,75 \pm 8.25$).

Table 1. Features of motivation of professional activity of employees of the security and defense sector, ($\bar{x} \pm \sigma$)

Need	1 group	2 group	t	p
High earnings and material incentives	37,49 ± 13,84	35,17 ± 12,77	0,91	0,37
Comfortable working conditions	25,54 ± 11,81	22,85 ± 12,31	1,17	0,25
Structuring labor	30,04 ± 10,88	37,35 ± 12,40	3,28	0,001
Social contacts	26,26 ± 14,04	32,56 ± 14,55	1,03	0,30
Stable relationships	25,49 ± 10,76	23,85 ± 7,69	0,91	0,36
Public recognition	29,35 ± 8,99	31,79 ± 9,56	1,37	0,17
Achieving complex goals	33,49 ± 9,34	34,90 ± 8,19	0,84	0,40
Influence and power	26,75 ± 8,25	20,83 ± 9,35	2,93	0,05
Diversity and stimulation	36,46 ± 15,48	28,00 ± 8,73	3,47	0,001
Creativity	29,79 ± 9,42	27,23 ± 9,75	1,39	0,17
Self improvement	30,46 ± 9,58	34,52 ± 8,50	2,33	0,02
Interesting, socially useful work	32,98 ± 12,52	39,40 ± 9,97	2,88	0,05

It was found that the most significant needs for police officers are interesting, socially useful work (39.40 ± 9.97), labor structuring (37.35 ± 12.40), high earnings and material incentives ($35, 17 \pm 12.77$), achieving complex goals (34.90 ± 8.19). The least significant for police officers are the needs for influence and power (20.83 ± 9.35), comfortable working conditions (22.85 ± 12.31), stable relationships (23.85 ± 7.69) and creativity (27.23 ± 9.75).

A number of statistically significant differences were found, namely (see Table 1): the need for interesting, socially useful work is statistically significant ($p \geq 0.05$) more relevant for police officers (39.40 ± 9.97) than for servicemen (32.98 ± 12.52); the need to structure labor is statistically significant ($p \geq 0.001$) more important for police officers (37.35 ± 12.40) than for military personnel (30.04 ± 10.88); the need for diversity and stimulation was statistically significant ($p \geq 0.001$) less important for police officers (28.00 ± 8.73) than for military personnel (36.46 ± 15.48); the need for influence and power is statistically significant ($p \geq 0.05$) has a low value for police officers (20.83 ± 9.35) compared to the indicator of this need for servicemen (26.75 ± 8.25).

As a result, we can state that in the professional activity of servicemen is motivated by high earnings and material rewards, diversity, the opportunity to learn something new, set bold, difficult goals and achieve them, the desire to do everything yourself, interesting, socially useful work. Police officers are motivated primarily by interesting, socially useful work, and secondly by the organization, predictability, feedback and information that allows them to evaluate the results of their work. In addition, police officers are motivated by high earnings and the need to set bold, challenging goals and achieve them in a competitive process.

Using the method of "Modified identity card" (author K. Platonov) it was determined that the military have the following individual psychological qualities (given in the order of importance, from largest to smallest): 1) imaginative, volitional; 2) psychomotor; 3) language; 4) attentional; 5) sensory-perceptual, mental; 6) communicative; 7) mnemonics; 8) emotional. And among the priority of attitudes of servicemen prevail: 1) to the team, to the order, to the new; 2) to criticism, to work, to failures; 3) to public life, to courage; 4) to money, to the future, to health; 5) to others, to guardianship and instructions; 6) to himself, to others; 7) to the rules and the law.

During the self-assessment, police officers found out that they have the following individual psychological qualities of personality: 1) language; 2) volitional, sensory-perceptual; 3) imaginative; 4) mental; 5) communicative; 6) mnemonic, attentional; 7) psychomotor; 8) emotional. In relation to various aspects of reality, police officers are dominated by 1) themselves, the future; 2) to others, to the new; 3) to the order, to the rules and the law; 4) to work, to courage, to one's health; 5) to money, to guardianship and instructions; 6) to failures.

For S.L. According to Rubinstein, the motives of behavior come into action and are fixed by fixing in character. Dominant, stable motives of behavior are potential future individual psychological qualities of character, motivation. For example, responsibility, curiosity, persistence, sociability, etc. The author sees the way of character formation through the formation of appropriate motives for behavior and the organization of actions aimed at consolidating them [5]. Therefore, the next stage of our study was to determine the relationship between indicators of individual psychological qualities of the individual and motivators of behavior in the security and defense sector [15-17].

In servicemen, statistically significant relationships were found between the indicators of seven motivators with indicators of eight individual psychological qualities (see Table 2). Thus, the indicator of the motivator of comfortable working conditions is statistically significant ($p = 0.001$) forms a number of inverse correlations with indicators of individual psychological qualities, namely with: attentional ($r_p = -0.532$), mnemonic ($r_p = -0.536$), imaginative ($r_p = -0.466$), mental ($r_p = -0.426$), emotional ($r_p = -0.351$), volitional ($r_p = -0.458$), communicative ($r_p = -0.395$), verbal ($r_p = -0.324$; $p = 0.05$). The connection between motivation and qualities is two-way. Therefore, we can assume that these qualities of servicemen do not contribute to the development of their motivation for good, comfortable working conditions and, conversely, motivation does not develop the appropriate inclinations. The indicator of the motivator of social contacts statistically significantly forms inverse correlations with attentional ($r_p = -0.316$; $p = 0.05$), mental ($r_p = -0.345$; $p = 0.001$), emotional ($r_p = -0.275$; $p = 0, 05$) and language ($r_p = -0.370$; $p = 0.001$) indicators of individual psychological qualities. That is, the motivation of activities with numerous social contacts will not contribute to the development of the above qualities in the military.

Table 2. The nature of the relationship between indicators of behavioral motivators and indicators individual psychological qualities of the personality of servicemen, (rs)

Motivators	Attentional	Mnemonic	Imaginative	Thinking	Emotional	Volitional	Communicative	Linguistic
2	-,532**	-,536**	-,466**	-,426**	-,351**	-,458**	-,395**	-,324*
4	-,316*	-	-	-,345**	-,275*	-	-	-,370**
5	,335*	-	-	,294*	-	,315*	,377**	,337*

7	,525**	,307*	-	,264*	-	,359**	-	,266*
10	,262*	,383**	,366**	-	-	-	-	-
11	-	-	-	,292*	-	-	-	-
12	-	,288*	-	,467**	,331*	-	-	,343**

Note: 2 - comfortable working conditions; 4 - social contacts; 5 - stable relationships; 7 - achieving complex goals; 10 - creativity; 11 - self-improvement; 12 - interesting, socially useful work; * - $p \leq 0,05$; ** - $p \leq 0,001$

Motivation of activity by stable relationships statistically significantly forms direct correlations with attentional ones ($r_p = 0,335$; $p = 0,05$), Thinking ($r_p = 0,294$; $p = 0,05$), Volitional ($r_p = 0,315$; $p = 0,05$), Communicative ($r_p = 0,335$; $p = 0,05$) and Linguistic ($r_p = 0,370$; $p = 0,001$) indicators of individual psychological qualities. That is, the desire of servicemen to work in conditions of trust, favorable work and personal relationships is associated with the ability to think, communicate, attentive and strong-willed. The indicator of motivation to achieve complex goals forms statistically significant direct correlations with attentional ($r_p = 0,565$; $p = 0,001$), Mnemonic ($r_p = 0,307$; $p = 0,001$), Thinking ($r_p = 0,264$; $p = 0,05$), Volitional ($r_p = 0,359$; $p = 0,001$) and Linguistic ($r_p = 0,266$; $p = 0,05$) indicators of individual psychological qualities. In other words, servicemen who set complex goals and strive to achieve them develop attentiveness, memory, thinking, will and language skills. The indicator of creativity motivator has statistically significant direct correlations with attentional ones ($r_p = 0,262$; $p = 0,05$), Mnemonic ($r_p = 0,383$; $p = 0,001$), imaginative ($r_p = 0,366$;

$p = 0,001$) qualities. We can say that the desire of servicemen to analyze, comprehend, discover new ways to solve professional problems contributes to the development of their attention, imagination, memory. Direct statistically significant correlation between the motivator of self-improvement and mental qualities ($r_p = 0,292$; $p = 0,05$) indicates the relationship between personal development and thinking abilities of servicemen. The motivator indicator is interesting, socially useful work has four statistically significant direct correlations with mnemonic ($r_p = 0,288$; $p = 0,05$), Thinking ($r_p = 0,467$; $p = 0,001$), emotional ($r_p = 0,331$; $p = 0,05$) and Linguistic ($r_p = 0,343$; $p = 0,001$) qualities. That is, if you organize the activities of servicemen in such a way that it is perceived as interesting and useful, you can promote the development of their language skills, memory, thinking, emotions.

Police officers were found to have a significantly smaller number of statistically significant relationships between motivators and individual psychological qualities than military personnel (see Table 3).

Table 3. The nature of the relationship between indicators of behavioral motivators and indicators individual psychological qualities of the personality of police officers, (rs)

Motivators	Psychomotor	Volitional	Communication
Structuring labor	-0,332*		
Stable relationships	-		0,321*
Public recognition	-	0,313*	0,305*
Influence and power	-0,293*		
Diversity and stimulation	0,320*		

Note: * - $p \leq 0,05$

Statistically significant inverse correlations between motivators of clear structuring of work are diagnosed ($r_p = -0,332$; $p = 0,05$), influence and power ($r_p = -0,293$; $p = 0,05$) and psychomotor qualities. It can be assumed that the desire of police officers to organize, order and control activities, the desire to control others will not contribute to their effective management of motor actions on the basis of self-control. The desire to form and maintain long-term, stable relationships in the workplace has a statistically significant direct correlation with communication skills ($r_p = 0,321$; $p = 0,05$) police officers. The need for recognition by others forms two statistically significant direct correlations with volitional ones ($r_p = 0,313$; $p = 0,05$) and communication ($r_p = 0,305$; $p = 0,05$) qualities of police officers.

Motivation of police officers to avoid routine in professional activities has a direct correlation with psychomotor qualities ($r_p = 0,320$; $p = 0,05$).

M.A. Kuznetsov notes in his article that the motive cannot be identified with other phenomena close to it, such as attitudes. The author emphasizes that the attitude to something - is a consequence of the motive, its expression, motive - is the motivation, the reason for the attitude [3, 9-14]. Based on this position, in order to better understand the motives of security and defense workers and their consequences, we have identified the relationship between their motives and attitudes [9-14]. As can be seen from Table 4, the desire of servicemen for comfortable working conditions forms a number of statistically significant inverse correlations with indicators of attitude to work. ($r_p = -0,537$; $p = 0,001$), to

others ($r_p = -0,426$; $p = 0,001$), to strangers ($r_p = -0,287$; $p = 0,05$), to material values ($r_p = -0,418$; $p = 0,001$), to order ($r_p = -0,475$; $p = 0,001$). Attitude to work is manifested in respect for work, diligence or contempt for professional activity. Attitudes toward others and strangers arise in interpersonal contacts. The attitude to material values is shown in ways of earnings and expenses. Attitude to order indicates the presence or absence of such qualities as neatness, honesty, discipline, and so on. It can be argued that the desire for comfortable working conditions in the military is not related to their attitude to the above aspects of reality.

The motivation to communicate with a wide range of people (colleagues, citizens) ranks tenth in the military ($26,26 \pm 14,04$) and has a number of statistically significant inverse correlations with indicators of attitudes to work ($r_p = -0,374$; $p = 0,001$), to others ($r_p = -0,313$; $p = 0,05$), to material values ($r_p = -0,348$; $p = 0,001$), to order ($r_p = -0,277$; $p = 0,05$). Such data may indicate a lack of correlation between the low need to

maintain social contacts and the attitude of servicemen to work, others, material values and order (see Table 4).

An indicator of the need for stable relationships at work ($25,48 \pm 10,76$) least significant for military personnel (12th place) and has three statistically significant inverse correlations with attitudes to work ($r_p = -0,348$; $p = 0,001$), to others ($r_p = -0,327$; $p = 0,001$), to order ($r_p = -0,276$; $p = 0,05$). In other words, the low need of servicemen in terms of trust, favorable working and personal relations in the team is not related to the attitude to work, people around and order (see Table 4). It is determined that the motivation to set complex, interesting goals and achieve them forms a number of statistically significant direct correlations with the attitude of servicemen to work. ($r_p = 0,379$; $p = 0,001$), to others ($r_p = 0,425$; $p = 0,001$), to strangers ($r_p = 0,417$; $p = 0,001$), to public life ($r_p = 0,309$; $p = 0,05$), to material values ($r_p = 0,303$; $p = 0,05$), to order ($r_p = 0,388$; $p = 0,001$) (see table 4).

Table 4. Features of the relationship between indicators of behavioral motivators and indicators the attitude of servicemen to different aspects of reality, (rs)

Motivators	To work	To others	To strangers	To criticism	To public life	To material values	To order
Comfortable working conditions	-,537**	-,426**	-,287*	-	-	-,418**	-,475**
Social contacts	-,374**	-,313*	-	-	-	-,348**	-,277*
Stable relationships	-,347**	-,327*	-	-	-	-	-,276*
Achieving complex goals	,379**	,425**	,417**	-	,309*	,303*	,388**
Self improvement	-	,323*	-	-	-	,267*	-
Interesting, socially useful work	,300*	,330*	-	,284*	-	,325*	,320*

Note: * - $p \leq 0,05$; ** - $p \leq 0,001$

Motivators of self-improvement have statistically significant direct correlations with the attitude of servicemen to others ($r_p = 0.323$; $p = 0.05$) and to material values ($r_p = 0.267$; $p = 0.05$). The desire for interesting and useful work directly correlates with the attitude of servicemen to work ($r_p = 0.300$; $p = 0.05$), to others ($r_p = 0.330$; $p = 0.05$), to criticism ($r_p = 0.284$; $p = 0.05$), to material values ($r_p = 0.325$; $p = 0.05$) and to the order ($r_p = 0.320$; $p = 0.05$) (see Table 4).

It is determined (see Table 5) that the attitude of servicemen to the new is statistically significant and has direct correlations with the motive of achieving goals ($r_p = 0.319$; $p = 0.05$), the desire for creativity in the profession ($r_p = 0.276$; $p = 0.05$) and the desire to engage

in interesting, socially useful work ($r_p = 0.317$; $p = 0.05$). Such data may indicate flexibility of behavior and an optimistic view of the military about the future.

It was found that the attitude to failures forms statistically significant inverse correlations with the desire for social contacts ($r_p = -0.414$; $p = 0.001$) and the need to form and maintain long-term, stable relationships ($r_p = -0.377$; $p = 0.001$). and two direct correlations with the desire to achieve complex goals ($r_p = 0.312$; $p = 0.05$) and engage in interesting, socially useful work ($r_p = 0.392$; $p = 0.001$). We can assume that in military personnel failures are associated with a lack of social contacts or troubles in the relationship and the desire to achieve goals and engage in interesting and useful work despite failures (see Table 5).

Table 5. Features of the relationship between indicators of behavioral motivators and indicators the attitude of servicemen to different aspects of reality, (rs)

Motivators	Until the new one	To failures	To failures	To risk	To care	To the rules and laws	To your health
Social contacts	-	-,414**	-,305*	-	-,274*	-	,279*
Stable relationships	-	-,377**	-	-,346**	-	-	,280*
Public recognition	-	-	-	-,262*	-	-	-
Achievement complex goals	,319*	,312*	,289*	,261*	-	-	-
Creativity	,276*	-	-	,262*	-	,312*	-
Self improvement		-	,266*	-	-	-	-
Interesting, socially useful work	,317*	,392**	,369**	,296*	,268*	-	-

Note: * - $p \leq 0,05$; ** - $p \leq 0,001$

The attitude to courage in servicemen forms a statistically significant inverse correlation with the motivator of social contacts ($r_p = -0.305$; $p = 0.05$) and direct correlations with the desire to set and achieve goals ($r_p = 0.289$; $p = 0, 05$), the desire to self-improvement ($r_p = 0.266$; $p = 0.05$) and motivation for interesting and useful work ($r_p = 0.369$; $p = 0.001$) (see Table 5). That is, to be courageous for servicemen is a restriction of communication and concentration on achievement of the purpose, aspiration to become better and to be engaged in interesting, useful for people work. It was diagnosed that the attitude to risk in servicemen forms two statistically significant inverse correlations with motivation for stable relationships ($r_p = -0.346$; $p = 0.001$) and the need for public recognition ($r_p = -0.262$; $p = 0.05$) and three statistically significant direct correlations with the desire to achieve goals ($r_p = 0.261$; $p = 0.05$), be creative in the profession ($r_p = 0.262$; $p = 0.05$) and engage in interesting, useful work ($r_p = 0.296$; $p = 0.05$). In other words, to take risks for servicemen is not to need trusting, stable relationships with others, not to seek recognition from society, but to achieve complex goals, generate new ideas and engage in interesting and useful work. Interestingly, the attitude to guardianship in servicemen forms an inverse correlation with the desire to establish social contacts ($r_p = -0.274$; $p = 0.05$) and a direct correlation with the desire to have interesting and useful work ($r_p = 0.268$; $p = 0.05$) (see Table 5). The attitude to rules and laws has a direct statistically significant correlation with the desire to be creative in work ($r_p = 0.312$; $p = 0.05$). The attitude of servicemen to their own health forms direct correlations with the desire to establish social contacts ($r_p = 0.279$; $p = 0.05$) and stable relationships ($r_p = 0.280$; $p = 0.05$). And since the motivation to communicate (26.26 ± 14.04) and long-term relationships with colleagues (25.49 ± 10.76) in servicemen has a low level of development, we can assume that they are not inclined to discuss their own health with colleagues.

Analyzing the data in Table 6, we should first pay attention to the presence of a much smaller number of

statistically significant relationships between motivators of behavior and the attitudes of police officers compared to the military. Thus, the attitude to public life of police officers' forms inverse correlations with the desire for high earnings ($r_p = -0.278$; $p = 0.05$) and the desire for diversity and stimulation in work ($r_p = -0.270$; $p = 0.05$) (see Table 6). That is, police officers do not see in public life the opportunity to receive high wages and avoid routine.

It was found that the attitude to alcoholic beverages in police officers has an inverse statistically significant correlation with the desire to structure work ($r_p = -0.318$; $p = 0.05$) and a direct correlation with the desire for diversity and novelty in work ($r_p = 0.280$; $p = 0.05$) (see Table 6). These indicators indicate that the attitude of police officers to alcohol reduces their need for organization, order, predictability and control of professional activities and stimulates their desire for diversity and change.

It is determined that the attitude to the future of police officers has two statistically significant correlations: call, with motivation for influence and power ($r_p = -0.321$; $p = 0.05$) and direct, with motivation for interesting, useful work ($r_p = 0.319$; $p = 0.05$). We can say that the police do not predict in the future to lead other people, but we want to benefit people and do interesting things. Continuing to the defined, we determined that in relation to the new, which was found in ingenuity, interest in everything new and immature, future orientation, police officers can motivate public recognition. This reasoning confirms the statistically significant direct correlation between the attitude to the new in police officers and their promotion to public recognition ($r_p = 0.291$; $r = 0.05$). It was diagnosed that police officers are willing to take risks through public understanding, which confirms a statistically significant direct correlation between risk attitudes and motivation for public recognition ($r_p = 0.376$; $r = 0.001$). We can assume that such data indicate the presence of motivated risks in police officers as a means of adapting to occupational situations of danger (see Table 6).

Table 6. Features of the relationship of indicators of behavioral motivators with indicators the attitude of police officers to different aspects of reality, (rs)

Motivators	To public life	To alcoholic beverages	To the future	Until the new one	To risk	To care and instructions	To the rules and laws
High earnings and financial incentives	-,278*	-	-	-	-	-	-
Comfortable working conditions	-	-	-	-	-	-	-,356**
Structuring labor	-	-,318*	-	-	-	-	-
Public recognition	-	-	-	,291*	,376**	-	-
Influence and power	-	-	-,321*	-	-	-	-,363**
Diversity and stimulation	-,0270*	,280*	-	-	-	-	-
Self improvement	-	-	-	-	-	-,286*	-
Interesting, socially useful work	-	-	,319*	-	-	-	-

Note: * - $p \leq 0,05$; ** - $p \leq 0,001$

The desire for self-development and self-improvement has a statistically significant inverse correlation with the attitude of police officers to care and guidance ($r_p = -0.286$; $p = 0.05$). That is, police officers will not strive for self-development if they are constantly cared for and given instructions. There were statistically significant inverse correlations in the attitude of police officers to the rules and laws and their desire to work in a comfortable environment ($r_p = -0.356$; $p = 0.001$) and the desire to influence and manage people ($r_p = -0.363$; $p = 0.001$) (see Table 6). In other words, compliance with the rules and the law reduces police demands on working conditions and their desire to control others.

CONCLUSION

Realization of the set purpose and performance of tasks of research gave the chance to receive results which analysis allows to draw the following conclusions:

- identified in the professional activities of servicemen who began their military careers (3 months of experience) the main motivators are: 1) high earnings and material rewards; 2) diversity, the opportunity to learn something new; 3) achieving bold and difficult goals; 4) interesting, socially useful work. Police officers (2 months of service) are motivated primarily by interesting, socially useful work, and secondly by the presence of organization, predictability, feedback and information that allows them to evaluate the results of their work. In addition, police officers are motivated by high earnings and the need to set bold, challenging goals and achieve them in a competitive process. Thus, the three motivators (high earnings, achievement of goals and interesting work) are the most important for both servicemen and police officers.
- diagnosed that in servicemen two motivators (comfortable working conditions; social contacts) form feedback with attentional, mnemonic, imaginative, mental, emotional, volitional, communicative qualities. That is, the growth of these motivators will reduce the development of these qualities and vice versa. In

addition, the five motivators of servicemen (stable relationships; achievement of complex goals; creativity; self-improvement; interesting, socially useful work) have direct correlations with attentional, volitional, imaginative, mnemonic, mental, communicative qualities of their personality. In other words, the five motivators influence the development of a large number of personality traits of a serviceman.

- it is determined that two motivators (structuring of work; influence and power) of police officers have inverse correlations with psychomotor qualities. It can be assumed that the growth of these motives in police officers will not contribute to the effective management of their movements on the basis of self-control. It has been diagnosed that the four motivators of police activity (stable relationships; public recognition; power and influence; diversity) form direct correlations with communication, volitional and psychomotor qualities.

- It was found that servicemen have direct correlations between their attitude to certain aspects of reality (namely: work, others, strangers, public life, material values, order, new, failures, courage, risk) and motivation to achieve bold and difficult goals; between the attitude to others, to material values, to courage and motivation of self-improvement; between the attitude to: work, others, criticism, material values, order, new, failures, courage, risk, guardianship and motivation for interesting and socially useful work; stable relationships and social contacts between health attitudes and motivators;

- it has been established that police officers have direct correlations between their motivation for public recognition and their attitude to the new and to risk; between the motivator of diversity and the attitude to alcoholic beverages; between the motivator of interesting, socially useful work and attitude to the future. It should be noted that police officers have identified significantly fewer different aspects of reality, the impact of which could stimulate the development of certain motivators, than the military.

Summarizing all the above, we can say that adequate and timely stimulation of activities taking into account the personal qualities and attitudes to various aspects of life of security and defense workers will prevent negative factors (development of emotional burnout, deviant behavior, negative mental states, etc.) and successfully correct them and personal development.

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