

ORIGINAL ARTICLES

Typology and structure of servicemen motivation

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Abstract: *The results of the conducted research gave the possibility to distinguish the structure of the motivation which was suitable for the distinguished types of motivation of servicemen of the National Guard of Ukraine with different levels of effectiveness of their professional activity including motivation based on public service, stagnation, prosocially, romantic, deficient, and dependent. 2435 male servicemen participated in the research. They equally represented all the operational and territorial reunifications and military units of the National Guard of Ukraine. Every unit equally presented the officers, servicemen under the contract including the participants in hostilities as well as those who did not have such experience. The research was conducted with the help of the methods which were standardized by the Ukrainian language: "Close Questionnaire of Examining the Motivation of Professional Choice Made by Applicants of the Ministry of Internal Affairs", "Methods of Studying the Motivational Profile of Personality", and "Motivation Sources Inventory – MSI". The conducted research posed the possibility to describe not only the determined types of professional motivation of servicemen, but also specific phenomena such as self-motivation of the representatives of a type which was run by public service motivation; "rest on the laurels" for the type of stagnation; problems related to choice-making for the prosocial type for whom profession, family, and friends had equal meaning; the tendency for manipulation to gain access to desirable aspects of professional activity of the type which struggled for adventures; lack of sincere interest in the military profession for the deficient type which could change it for more prospective having the same requests for the candidates; attitude to the profession as if it was a means of satisfaction of the needs of their emotional life for the dependent type.*

Keywords: *motive, motivational sphere, servicemen, the effectiveness of the professional activity*

INTRODUCTION

With the beginning of combat operations in Eastern Ukraine, it turned out to be obvious that the estimation system of motivation of servicemen of NGU did not satisfy all the requirements related to the profession [1]. The number of those who wanted to sign a contract or to prolong it had significantly decreased. However, there increased staff turnover, the number of violations of discipline related to alcohol and drug abuse [2], spontaneous unit leaving, ignoring and defying orders, and other issues which were closely connected with discrepancy of servicemen motivation to profession requirements. It turned out to be urgent to determine the adequate motivation of professional activity for servicemen of NGU and to select and develop new psychodiagnostic methods to estimate it.

Having analyzed the world experience of studying the motivation of servicemen and law enforcement there was a need to point out that these days it was implemented in the frames of the theory of public service motivation (PSM), self-determination theory (SDT), and terror management theory

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(TMT) [3]. They were used to explain the selection of serviceman profession, the effectiveness (productivity, success) of professional activity, achievement of aims related to the activity, satisfaction with professional activity, professional burnout, exhaustion, and staff turnover.

Israeli researchers Taubman-Ben-Ari and Findler [3] studied the conscripts by the terror management theory (TMT). It was distinguished that the main psychological conflict occurred due to the existence of self-preservation instinct through understandability that death was irreversible and unpredictable. They concluded that the significance of death rate related to higher level of motivation directed to public service and higher expectations of physical difficulties in the army.

According to Griffith and Perry [4] the motives of military service enlistment before as well as after the operation "Desert Storm" was explained by the following factors: "desire to perform military service", "personal development", "salary (benefits)", and "career development". However, after the operation "Desert Storm" there significantly decreased the number of recruits entering military colleges due to three first factors from the list.

Like-Jensen and Glad [5] studied the motives of entering the missions of preservation and implementation of peace. They determined three types of servicemen motives among them there were: challenge, personal well-being, and loyalty. Challenge was the motivation directed to the profession. Personal well-being was a desire to get adventures (romantic motivation). Loyalty was the institutional motivation. Motives before as well as after the participation in hostilities significantly differed in dependence on the type of mission.

Siryi [6] pointed out that among the servicemen who served under the contract in the Armed Forces of Ukraine there were spread three types of motivation "motivation of activity" (36.6%), "motivation of pragmatics" (58.6%), and "motivation of reward" (4.8%).

Chambel, Castanheira, Oliveira-Cruz, and Lopes [7] having compared the studies carried out by Portuguese servicemen distinguished that motivation directed to autonomous work was positively connected with the involvement into the work as well as negatively connected with burnout. Controlled motivation, in turn, demonstrated an opposite picture. Moreover, autonomous motivation was a mechanism that explained the interrelation between contextual factors and well-being at workplaces.

Gillet, Becker, Lafrenière, Huart, and Fouquereau [8] distinguished that servicemen with high indicators of autonomous motivation showed the highest level of well-

being including the support from the side of leaders, positive worries, communication, and a high level of organizational support.

Based on the carried out studies Breugh, Ritz, and Alfes [9] pointed out the interconnection between the theory of public service motivation (RSM) and the theory of self-determination (STD). Having learned their relations with work satisfaction gave the possibility to figure out that the motivation of self-determination was significantly bound with the satisfaction at work-position. However, the co-workers with a high level of PSM had more stable indicators of work satisfaction in comparison with their colloquies who had a low level of PSM.

Schott, Neumann, Baertschi, and Ritz [10] conducted the comparison of prosocial motivation as well as public service motivation and studied the peculiarities of Swiss police officers. These researchers determined that despite PSM and prosocial motivation Swiss police officers were motivated with various tasks and excitement (for example, car chases). In daily routine, they were motivated by complicated tasks, by the way, they were estimated by the public and their colleagues.

The research conducted by Holton, Smith, Lindsay, and Burton [11] distinguished that a desire of cadets of the US Air Force Academy to voluntarily resign was negatively connected with work satisfaction, emotional commitment, work engagement, and individual compliance with professional requirements. The researchers figured out that the strongest predictor of staff turnover was individual compliance with the profession.

Meyer, Kam, Goldenberg, and Bremner [12] determined that Canadian servicemen with high indicators of affectivity and normative commitment of organization reported about the most favorable conditions at work, desire to continue their service and well-being. Servicemen who were focused on the consequences of their actions (understandability of the "price" of the resign consequences) and informed about less favorable consequences were more active in their search for work and had the highest level of anxiety and depression.

Lakhani and Fugita [13] studied the problem of resignation among the US Army and the National Guard reservists after the "Desert Storm" from the side of income and patriotism. They determined that the decrease of those who resigned from service could happen due to the increase of salary for reservists or due to the encouragement of wife/husband for a more positive attitude to reservists. However, the results of this research turned out to be weak support of the income theory but gave significant support for the patriotism theory.

The presented analysis showed that there was a need to consider heterogeneous motives of professional activity of servicemen as well as of law enforcement officials. Moreover, the search manner of this research proved the necessity to decrease the number of analyzed variables to increase the accuracy of the perception of the received results. By the highlighted information, the empirical data received in the research proceeded to factorial analysis.

METHOD

Participants and Procedure

The research was conducted throughout the 2019-2021 years. 2435 servicemen of the National Guard of Ukraine participated in the research. Those servicemen equally represented all the operational and territorial reunifications as well as military units of the National Guard of Ukraine. Every unit equally presented the officers – 29.84% (from the second lieutenants to colonels), servicemen who served under the contract – 70.16% (from soldiers to senior warrant officers), participants in hostilities, and those who did not have such experience. The age of all the participants was from 20 to 55. All procedures carried out in the study conformed to the ethical standards of the 1964 Helsinki Declaration and its later amendments. All participants gave consent for their data to be used in this research.

Instruments and Measures

To determine the structure of motivation which was typical for the distinguished type of NGU servicemen motivation with various levels of effectiveness of professional activity there were used the methods standardized by the Ukrainian selection:

1. "Close Questionnaire of Examining the Motivation of Professional Choice Made by Applicants of the Ministry of Internal Affairs" by Moskalienko [14]. This questionnaire was developed by the Ukrainian researcher for professional psychological selection for future policemen education; it gave the possibility to evaluate "Motives Related to Objective Socially Posed Tasks and Content of Profession", "Motives Related to Personal and Professional Development", "Independent Profession Selection", "Dependent Profession Selection", "Motives Related to External Prestigious Professions and Financial Welfare", "Motives Related to Romanticization of Profession", "Motives Related to Eagerness of Compensation of Temper Flaws", "Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)". The instruction of this method proposed to answer the question concerning the reason for choosing this profession where the respondents using a scale made of 5 points could

estimate 40 statements that described the profession of law enforcement.

2. "Methods of Studying the Motivational Profile of Personality" by Ritchie and Martin [15]. The use of this method gave the possibility to determine the urgent motivation of professional activity. It had the following scales: "Need of High Salary and Financial Benefits", "Need of High Working Conditions and Comfortable Surrounding", "Need of Accurate Structurization of Work and Feedback", "Need of Social Relations", "Need of Forming and Supporting Long-Term Stable Relations", "Need of Obtaining the Recognition by Other People", "Need of Posing Brave and Tough Goals and of Achieving Them", "Need of Interesting and Socially Beneficial Work", "Need of Self-Improvement and Development as Personality", "Need of Being Creative, Thoughtful, and Open for further Ideas Employee", "Need of Diversity, Breaks, and Stimulations, Eagerness to Avoid Everyday Routine", "Need of Manipulation and Power, Eagerness to Control the Other People". This questionnaire included 33 questions with 4 variants of answers where the respondents had to place 11 points by the importance of the answers.

3. "Motivation Sources Inventory – MSI" by Barbuto and Scholl [16]. The use of this method gave the possibility to determine: "Internal Processes" (a desire to get satisfaction and pleasure from the process of activity), "Instrumental Motivation" (desire to valuable external benefits such as benefits, etc.), "External conception – I" (desire to except and support personal traits, competencies, and values from the side of other individuals or referential group), and "Internal competence – I" (desire to achieve aims and relevant internalized values). Respondents were proposed to answer 30 questions related to profession using a 7-point scale (from complete "no" to complete "yes").

Data Analysis

To determine the structure of motivation which was typical for every distinguished type there were used the extraction method: principal component analysis and rotation method: varimax with Kaiser normalization. As variables, there were represented the indicators by scales of three psychodiagnostic methods. Mathematical data was processed through SPSS 17.0.

RESULTS

According to previously carried out research there were distinguished the following types of NGU servicemen motivation with different levels of effectiveness of their professional activity: motivated by public service, stagnated, prosocial, romantic, deficient, and dependent [17].

The first type of motivation of NGU servicemen (about 35% from general selection) was marked as one which was run by public service motivation. Servicemen of this type chose the military profession due to its content, goals, and desire to develop. They had expressed orientation directed to socially beneficial work as well as professional development. The motives which described the conditions, working hours, and social interaction were significantly lower and subcontract. Those servicemen had high indicators of a need for high financial benefits and recognition which demonstrated the

importance of the high social status of the chosen profession. It was typical for the representation of this group to have significant time prospects, distinct internal locus control, and developed strong-willed qualities.

Used factors of the analysis showed that resistance and mentioned peculiarities of professional motivation ensured specific structure for the representation of this type. The motivational structure of this type is represented in Table 1.

Table 1: The structure of motivation of NGU servicemen who were guided by PSM

Variables	Factors					
	1	2	3	4	5	6
Motives Related to Objective Socially Posed Tasks and Content of Profession	0.73	-0.01	0.13	-0.21	-0.13	-0.30
Motives Related to Personal and Professional Development	0.81	0.12	-0.01	-0.13	-0.05	0.14
Independent Profession Selection	0.73	-0.01	-0.29	0.04	-0.04	-0.13
Motives Related to External Prestigious Professions and Financial Welfare	0.75	0.05	-0.07	0.33	0.08	0.12
Motives Related to Eagerness of Compensation of Temper Flaws	0.82	0.03	0.10	-0.05	-0.14	0.06
Need of High Working Conditions and Comfortable Surrounding	-0.05	0.07	0.07	0.91	-0.15	-0.11
Need of Accurate Structurization of Work and Feedback	0.07	0.87	-0.05	-0.13	-0.16	-0.14
Need of Obtaining the Recognition by Other People	-0.14	-0.01	0.02	-0.15	0.93	-0.04
Need of Diversity, Breaks, and Stimulations, Eagerness to Avoid Everyday Routine	-0.06	-0.85	-0.03	-0.25	-0.16	-0.01
Need of Self-Improvement and Development as Personality	0.02	-0.12	0.07	-0.10	-0.05	0.93
Internal Processes	0.03	-0.05	0.83	-0.10	-0.20	0.14
Instrumental Motivation	-0.09	0.04	0.81	0.20	0.28	-0.08

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

This factor structure explained 77.59% of total dispersive features. The first and the most significant factor (24.90%) was distinguished with the help of the following variables: “Motives Related to Eagerness of Compensation of Temper Flaws” (0.82), “Motives Related to Personal and Professional Development” (0.81), “Motives Related to External Prestigious Professions and Financial Welfare” (0.75), and “Motives Related to Objective Socially Posed Tasks and to Content of Profession” (0.73). This factor was marked as a desire to gain professional dignity – the desire for personal, professional, and social development turned to the professional requirements.

The second and the third factors had almost the same value in this structure (12.64% and 12.32%) and were part of the mechanism of self-motivation. Therefore, the second factor demonstrated a desire to produce and practice the professional algorithm of actions: “Need of Accurate

Structurization of Work and Feedback” (0.87) and “Need of Diversity, Breaks, and Stimulations, Eagerness to Avoid Everyday Routine” (-0.85). The third factor showed the process of enjoying professional activity (process as well as result). It was described with the help of the variables such as “Internal Processes” (0.83) and “Instrumental Motivation” (0.81).

Such a combination of the second and the third factors gave the possibility to highly effective servicemen to support their high level of professional activity, accuracy, and intensity of the professional activity.

The three last factors also had almost identical values (9.61%, 9.15%, and 8.96%, accordingly) and they described the peculiarities of needs’ satisfaction. Thus, the content of the fourth factor was connected with the conviction that the financial benefits received due to hard work related to the objective content of the profession. The fourth factor was

characterized with “Need of High Working Conditions and Comfortable Surrounding” (0.91). Having clarified that the content of this factor had positive correlations with the variable such as “Motives Related to External Prestigious Professions and Financial Welfare” (0.33) and negative correlations with the variable such as “Need of Diversity, Breaks, and Stimulations, Eagerness to Avoid Everyday Routine” (-0.25) and of “Motives Related to Objective Socially Posed Tasks and to Content of Profession” (-0.21). It was figured out that namely, the achievement of professional aims and the performance of professional duties were the source of financial well-being.

The content of the fifth factor was in the fact that favorite activity was the source of social approval. The fifth factor was described with the help of the variable such as “Need of Obtaining the Recognition by Other People” (0.93). Its content was clarified with the direct connection with the variable “Instrumental Motivation” (0.28) and with the resource-based connection with the variable such as “Internal Processes” (-0.20).

The sixth factor correlated with the variable “Need of Self-Improvement and Development as Personality” (0.93). Negative connection correlated with the variable such as “Motives Related to Objective Socially Posed Tasks and Content of Profession” (-0.30). It was determined that namely the profession, its aims, and content were the

resource of personal development for servicemen of this type. Thus, the reference point of the acquisition of professional dignity by the first type of NGU servicemen was the combination of a desire for professional, personal, and social development with a desire of meeting the requirement of the profession and running its aims. In this structure of the motivation, there was determined the mechanism of self-motivation and support of activity on a high level which was foreseen by the process of producing and practicing professional algorithm of actions as well as by the satisfaction of working processes and its results. Such a structure of motivation of servicemen provided them with a high level of effectiveness in their profession, with a desire to follow the rules, and with close affection to their profession. It provided them with the prevention from professional stagnation and gave them the possibility to support the accuracy and intensity of their professional activity.

Servicemen of the stagnated type (it compiled about 15% from a general selection of this research) also chose the military profession due to its content. They had significant achievements in professional activity, recognition of their success, but they did not want any professional development, challenges, and responsibility. They tried to distance themselves from their colleagues in service. The structure of motivation of this type is presented in Table 2.

Table 2: The structure of motivation of NGU Servicemen who experiences stagnation

Variables	Factors					
	1	2	3	4	5	6
Motives Related to Objective Socially Posed Tasks and Content of Profession	0.26	-0.01	0.03	0.79	0.01	-0.09
Dependent Profession Selection	-0.08	0.86	0.04	-0.07	-0.05	-0.02
Motives Related to Eagerness of Compensation of Temper Flaws	-0.15	0.18	-0.10	0.86	-0.03	0.16
Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)	-0.03	0.77	0.09	0.29	0.01	0.04
Need of High Salary and Financial Benefits	-0.16	0.06	-0.88	-0.06	-0.08	0.14
Need of High Working Conditions and Comfortable Surrounding	-0.09	0.05	0.09	-0.08	0.87	0.03
Need of Accurate Structurization of Work and Feedback	0.05	-0.29	0.04	-0.03	0.15	-0.76
Need of Social Relations	-0.24	0.21	0.87	-0.15	0.01	0.06
Need of Obtaining the Recognition by Other People	-0.11	0.10	0.01	-0.06	-0.85	0.10
Internal Processes	0.17	-0.34	-0.06	0.05	0.08	0.80
Instrumental Motivation	0.77	0.24	-0.17	-0.16	0.14	0.23
Internal Conception – I	0.81	-0.28	0.20	0.15	-0.16	0.12
Internalization of the Aim	0.81	-0.11	-0.06	0.12	0.05	-0.14
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.						
a. Rotation converged in 6 iterations.						

This factor structure included 77.12% of the total dispersion of the peculiarities.

The structure of servicemen motivation who experienced stagnation, the first and the most valuable factor (16.50%) demonstrated an expressed individualism in the process of achieving professionally important aims based on interiorized professional values. This factor was marked with the variables such as "Internal Conception – I" (0.81), "Internalization of the Aim" (0.81), and "Instrumental Motivation" (0.77). There was clarified the content of the variables of this type's factor "Motives Related to Objective Socially Posed Tasks and Content of Profession" (0.26) and "Need of Accurate Structurization of Work and Feedback" (-0.24).

The content of the second factor (13.70%) was highlighted due to such variables as "Dependent Profession Selection" (0.86) and "Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)" (0.77). This factor was clarified with the help of the positive poles of the variables such as "Instrumental Motivation" (0.24) and "Need of Social Relations" (0.21) as well as negative poles of the variables such as "Internal Processes" (-0.34), "Need of Accurate Structurization of Work and Feedback" (-0.29), and "Internal Conception – I" (-0.28). This factor was described as a forced compromise. It was quite important for servicemen to gain financial benefits, but it did not provide them with any kind of satisfaction.

The next three factors had almost identical values (12.48%, 12.03%, and 11.85%, accordingly). These factors developed the mechanism to support positive self-relationship which preserved their achievements. The content of the third factor was expressing themselves as role model for other servicemen. The positive pole of the third factor was marked with the variable such as "Need of Social Relations" (0.87) and clarified positive poles with the variable such as "Internal competence – I" (0.20). The negative pole of the third factor was marked with the variable "Need of High Salary and Financial Benefits" (-0.88). Some clarifications were conducted with "Instrumental Motivation" (-0.17). Thus, it was very important for servicemen of the stagnated type to demonstrate their principles to the surrounding in opposition to their financial benefits.

The fourth factor was marked with the variables such as "Motives Related to Eagerness of Compensation of Temper Flaws" (0.86) and "Motives Related to Objective Socially Posed Tasks and to Content of Profession" (0.79). It was clarified the variable "Antisocial Motives" (0.29). Such a combination of the variables of the fourth factor described a

desire of servicemen to gain importance at the expense of using all the possibilities given by the profession for their purpose.

The fifth factor had significantly marked poles which provided a positive description to the variables such as "Need of High Working Conditions and Comfortable Surrounding" (0.87) and the reversed was "Need of Obtaining the Recognition by Other People" (-0.85). This factor marked the refusal from professional ambitions of servicemen to the benefit of peaceful life till the end of their contract. In other words, they wanted to rest on laurels.

The sixth factor (10.57%) also had marked poles. The positive pole was "Internal Processes" (0.80). Its content was clarified with the variables such as "Instrumental Motivation" (0.23) and "Motives Related to Eagerness of Compensation of Temper Flaws" (0.16). The negative pole was marked with a variable such as "Need of Accurate Structurization of Work and Feedback" (-0.76). This factor was marked as being satisfied at the expense of demonstrating their honed professional skills.

Having summed up the results of servicemen who were included in the stagnated type there was a need to point out that they were characterized with marked individualism and perception of the service continuation as a forced compromise. The structure of their motivation had a formation due to which they supported high positive self-relationship, demonstrated their integrity and success at the expense of carrying out the improvement of professional skills, and used the position of "rest on laurels".

Servicemen of the prosocial type (15%) even if they considered their military service to be temporal work which gave them the possibility to make living for their families, however, they made huge efforts to acquire military profession to realize its sense and content. They were responsible performers and did not require additional control from the side of their commanders. It was important for them to support friendly relations with colleagues in service and recognition of their combat achievements by society including financial benefits (benefits). The structure of motivation of this type is presented in Table 3.

This factor structure explained 77.75% of the total dispersion of the peculiarities. The factors had almost equal values.

Thus, the first factor which compiled 15.03% was marked with the variables such as "External Conception – I" (0.87), "Instrumental Motivation" (0.78), and "Internalization of the Aim" (0.73). It was marked as a desire to be accepted by military colleagues and to be helpful to them.

Table 3: The structure of motivation of NGU Servicemen of prosocial type

Variables	Factors					
	1	2	3	4	5	6
Motives Related to Objective Socially Posed Tasks and Content of Profession	0.12	-0.04	0.02	0.08	0.13	0.90
Dependent Profession Selection	0.01	0.11	0.89	0.06	0.07	0.03
Motives Related to Romanticization of Profession	0.22	0.08	0.74	0.22	0.05	0.33
Motives Related to Eagerness of Compensation of Temper Flaws	0.14	0.04	0.44	-0.19	0.08	0.74
Need of High Salary and Financial Benefits	0.07	0.72	0.30	0.06	-0.11	0.08
Need of Accurate Structurization of Work and Feedback	-0.14	0.85	-0.04	0.05	0.14	0.01
Need of Social Relations	0.11	-0.28	0.29	0.71	-0.30	-0.06
Need of Forming and Supporting Long-Term Stable Relations	-0.03	-0.77	-0.01	0.37	0.21	0.14
Need of Obtaining the Recognition by Other People	0.15	-0.21	-0.12	-0.13	0.87	0.08
Need of Diversity, Breaks, and Stimulations, Eagerness to Avoid Everyday Routine	0.16	-0.12	-0.32	0.02	-0.78	-0.14
Need of Interesting and Socially Beneficial Work	-0.18	-0.07	-0.02	-0.94	-0.01	-0.01
Instrumental Motivation	0.78	0.01	0.17	0.13	-0.11	0.15
External Conception – I	0.87	0.07	0.09	-0.02	-0.05	-0.01
Internalization of the Aim	0.73	-0.19	-0.08	0.21	0.20	0.14

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 6 iterations.

The positive pole of the second factor (14.62%) was marked with the variables such as “Need of Accurate Structurization of Work and Feedback” (0.85) and “Need of High Salary and Financial Benefits” (0.72). The reversed pole of a factor was marked with the variables such as “Need of Forming and Supporting Long-Term Stable Relations” (-0.77) and was clarified with the help of “Need of Obtaining the Recognition by Other People” (-0.21). The second factor testified that the representations of this group's military profession were temporal means of high income which they left their families for. Choosing this profession, the final step for servicemen was the possibility to acquire the profession and to earn with its help.

The content of the third factor (13.24%) was connected with the variables such as “Dependent Profession Selection” (0.89) and “Motives Related to Romanticization of Profession” (0.74). This factor clarified “Motives Related to Eagerness of Compensation of Temper Flaws” (0.44), “Need of High Salary and Financial Benefits” (0.30), and “Need of Diversity, Breaks, and Stimulations, Eagerness to Avoid Everyday Routine” (-0.30). Such combination gave the possibility to conclude that the choice of military profession was made under the influence of family, friends, and familiar people who described this profession which was connected with adventurous (romantic), hard, sometimes routine-like but, at the same time, highly paid.

The positive pole of the fourth factor (12.12%) corresponded with variables such as “Need of Social Relations” (0.71). The clarified variables were “Need of Forming and Supporting Long-Term Stable Relations” (0.37), “Motives Related to Romanticization of Profession” (0.22), and “Internalization of the Aim” (0.21). The reversed pole was marked with a variable such as “Need of Interesting and Socially Beneficial Work” (-0.94). In the majority of cases, servicemen of the prosocial type were motivated with the accurate realization of military fellowship and friendship; they wanted to find real friends and to have identical aims with them.

The fifth factor (11.53%) also had both distinguished poles. The positive features mostly correlated with the variable such as “Need of Obtaining the Recognition by Other People” (0.87). The clarified variable was “Internalization of the Aim” (0.20). The reversed pole was introduced in “Need of Diversity, Breaks, and Stimulations, Eagerness to Avoid Everyday Routine” (-0.78) and “Need of Social Relations” (-0.30). This factor was marked as a desire to get recognition of achievements gained with the help of hard work and tasks performance but not at the expense of friendly relations.

The sixth factor (11.21%) was correlated with the variables such as “Motives Related to Objective Socially Posed Tasks and Content of Profession” (0.90) and “Motives Related to Eagerness of Compensation of Temper Flaws” (0.74). The clarification of its content was done due to the variable

“Motives Related to Romanticization of Profession” (0.33). For servicemen of the prosocial type, the abstract content of professional activity “Serve and Protect” gained completely accurate meaning including such features as coping with their fears and flaws, presenting their desires, learning how to use the weapon, improving their physical strength, being good colleague, etc.

It was important for servicemen of this type to be the good breadwinner for their families, to be helpful in their professional activity, and to be reliable for their colleagues in service. They seemed to be more relatives-centered than socially centered.

Servicemen who were focused on the satisfaction of their personal needs (6%) were the only ones from the whole range of distinguished types who chose the profession due

to mercenary interests and not due to the objective content of the profession. These servicemen wanted to beneficially exchange their professional skills for their financial well-being. They used social relations because they got satisfaction from communication. They did not want to be responsible, did not want to realize their volitional qualities. These servicemen demonstrated indifference to the problems of their colleagues in service. They were not active because it did not bring them any additional income. Almost 75% of servicemen of this type had the status of the participants in hostilities. These servicemen admired the adventures and neglected the content of the military profession. Their actions were constantly controlled by their commanders. This type was marked as one motivated by a desire for adventures. The structure of motivation of this type is presented in Table 4.

Table 4: The structure of motivation of NGU Servicemen who were motivated with their desire to have adventures

Variables	Factors					
	1	2	3	4	5	6
Motives Related to Objective Socially Posed Tasks and Content of Profession	0.05	0.15	-0.01	-0.12	0.87	-0.09
Motives Related to Personal and Professional Development	0.82	-0.17	-0.15	0.07	-0.04	0.07
Dependent Profession Selection	0.82	-0.22	0.26	0.01	-0.15	-0.24
Motives Related to Romanticization of Profession	0.73	-0.04	0.28	0.27	0.34	0.01
Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)	0.79	0.26	-0.10	-0.08	0.10	0.39
Need of High Salary and Financial Benefits	-0.07	-0.36	-0.72	0.27	-0.01	-0.35
Need of Accurate Structurization of Work and Feedback	0.06	-0.02	0.09	-0.08	-0.08	0.94
Need of Social Relations	-0.17	0.81	0.02	-0.05	0.16	0.08
Need of Forming and Supporting Long-Term Stable Relations	0.05	-0.03	0.93	-0.02	0.02	-0.04
Need of Posing Brave and Tough Goals and of Achieving Them	0.08	0.06	-0.12	0.70	-0.46	0.01
Need of Being Creative, Thoughtful, and Open for further Ideas Employee	0.07	-0.70	0.20	0.23	0.38	0.27
Need of Self-Improvement and Development as Personality	-0.08	0.16	0.08	-0.89	-0.09	0.11
Need of Interesting and Socially Beneficial Work	-0.06	0.75	0.31	-0.14	0.02	0.04
Internal Conception – I	0.12	0.71	-0.03	0.29	0.45	0.07

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 9 iterations.

The presented factor structure explained 80.65% of the total dispersion of the peculiarities.

The first factor (18.45%) characterizes military personnel as prone to gambling to achieve their interests due to the awareness of their lack of existing skills and personal qualities. This factor included such variables as "Motives related to personal and professional development" (0.82), "Dependent choice of a profession" (0.82), "Asocial motives

(attitude towards the profession as a way to satisfy one's own asocial needs)", (0.79) and "Motives associated with the romanticization of the profession" (0.73).

The second factor (18.24%) described the search for the surrounding which could make the lives of servicemen more interesting and eventful. The positive pole of this factor was connected with the variables such as "Need of Social Relations" (0.81), "Need of Interesting and Socially Beneficial

Work" (0.75), and "Internal Conception – I" (0.71). Somewhat specific meaning to this factor was given with the variable such as "Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)" (0.26). The reversed pole was marked with a variable such as "Need of Being Creative, Thoughtful, and Open for further Ideas Employee" (-0.70). There were clarified the variables of the reserved pole such as "Need of High Salary and Financial Benefits" (-0.36) and "Dependent Profession Selection" (-0.22). Thus, these servicemen did not tend to perform something new, creative. They searched for interesting surroundings that made their lives eventful.

The third and the fourth factors were similar in their values. The third factor (12.24%) characterized a desire of servicemen to use financial resources and gained stable social relations. That could diversify their professional activity and made it more romantic. The fourth factor (11.58%) described servicemen which wanted to get superiority over other people, to self-realize at the expense of desperate actions as opposed to a desire of self-development as well as of development of personal individuality. Servicemen of this type with the help of all possible means wanted the profession to correlate with their "romantic" expectation; however, they did not even try to comply with all the real requirements of the military profession.

Thus, the positive pole of the third factor (12.24%) was connected with variables such as "Need of Forming and Supporting Long-Term Stable Relations" (0.93). It was clarified with the help of the variables such as "Need of Interesting and Socially Beneficial Work" (0.31), "Motives Related to Romanticization of Profession" (0.28), and "Dependent Profession Selection" (0.26). The negative pole was described with variables such as "Need of High Salary and Financial Benefits" (-0.72). The content of this factor indicated that servicemen wanted some adventures and refused financial benefits.

The positive pole of the fourth factor was connected with the variable such as "Need of Posing Brave and Tough Goals and of Achieving Them" (0.70). The content of this pole was clarified with the help of the variables such as "Internal Conception – I" (0.29), "Motives Related to Romanticization of Profession" (0.27), "Need of High Salary and Financial Benefits" (0.27), and "Need of Being Creative, Thoughtful, and Open for further Ideas Employee" (0.23). The reversed pole was determined with a variable such as "Need of Self-Improvement and Development as Personality" (-0.89). According to the content of this factor servicemen of this type tended to desperate acts to build self-esteem and to experience the emotions of priority over other people.

The fifth factor (10.66%) described servicemen who used a lot of creativity to avoid dangerous tasks to perform professional duties. It was correlated with variables such as "Motives Related to Objective Socially Posed Tasks and Content of Profession" (0.87). Its content was clarified with the variables such as "Internal Conception – I" (0.45), "Need of Being Creative, Thoughtful, and Open for further Ideas Employee" (0.38), and "Motives Related to Romanticization of Profession" (0.34). The reversed pole was marked with variables such as "Need of Posing Brave and Tough Goals and of Achieving Them" (-0.46). Servicemen of this type put huge efforts to shift the accents of their profession from dangerous features to adventurous ones. They mostly used the tasks which were attractive for them, and which met their romantic impressions related to the military profession.

The sixth factor (9.47%) was connected with the variable such as "Need of Accurate Structurization of Work and Feedback" (0.94). Its content was clarified with the variables such as "Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)" (0.39), "Need of Being Creative, Thoughtful, and Open for further Ideas Employee" (0.27), "Need of High Salary and Financial Benefits" (-0.35), and "Dependent Profession Selection" (-0.24). This factor described the servicemen who wanted to get work with definite support (personal interests) even if there was a need to use financial benefits.

Servicemen of the deficient type (25%) chose the military profession because of its content and wanted to change their lives. It was important for them to have a profession with a high salary and social status. Servicemen who wanted to work put huge efforts; however, their motivation turned out to be "blocked" with unsatisfied deficient needs. It negatively reflected on their effectiveness. The structure of motivation of this type is presented in Table 5.

This factor structure explained 77.73% of total dispersal peculiarities.

The most valuable first factor (21.40%) was marked with the variables such as "Motives Related to Eagerness of Compensation of Temper Flaws" (0.90), "Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)" (0.82), "Motives Related to Personal and Professional Development" (0.81), and "Motives Related to External Prestigious Professions and Financial Welfare" (0.76). It was marked as a desire to change themselves as well as to change their lives for the better, to go beyond their old way of living at the expense of their chosen military profession.

Table 5: The structure of motivation of NGU Servicemen of deficient type

Variables	Factors					
	1	2	3	4	5	6
Motives Related to Personal and Professional Development	0.81	-0.02	0.17	0.08	-0.27	0.09
Motives Related to External Prestigious Professions and Financial Welfare	0.76	0.09	0.06	-0.33	0.02	-0.04
Motives Related to Eagerness of Compensation of Temper Flaws	0.90	0.04	0.03	-0.01	0.12	-0.04
Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)	0.82	0.01	-0.11	-0.02	0.07	0.08
Need of High Working Conditions and Comfortable Surrounding	-0.12	-0.05	-0.01	0.92	0.06	0.03
Need of Social Relations	-0.02	0.03	0.84	-0.23	0.12	-0.13
Need of Forming and Supporting Long-Term Stable Relations	0.10	0.06	0.82	0.21	-0.14	-0.05
Need of Obtaining the Recognition by Other People	0.04	-0.08	-0.01	0.06	0.95	0.03
Need of Interesting and Socially Beneficial Work	0.07	-0.10	-0.15	0.03	0.03	0.96
Internal Processes	-0.11	0.78	-0.19	-0.18	-0.01	0.22
Instrumental Motivation	-0.05	0.75	0.23	0.23	0.11	-0.15
Internal Conception – I	0.20	0.79	0.09	0.06	-0.28	-0.09
Internalization of the Aim	0.07	0.78	0.02	-0.15	0.01	-0.13
Extraction Method: Principal Component Analysis.						
Rotation Method: Varimax with Kaiser Normalization.						
a. Rotation converged in 5 iterations.						

The second factor (18.76%) was marked with the variables such as “Internal Conception – I” (0.79), “Internal Processes” (0.78), “Internalization of the Aim” (0.78), and “Instrumental Motivation” (0.75). This factor was described as a desire to experience the feeling of their value.

The content of the third factor (11.81%) was distinguished with the variables such as “Need of Social Relations” (0.84) and “Need of Forming and Supporting Long-Term Stable Relations” (0.82). The content of this factor was clarified with the variables such as “Instrumental Motivation” (0.23), “Motives Related to Personal and Professional Development” (0.17), and “Internal Processes” (-0.19). This factor described servicemen who wanted to get new social surroundings, new social surroundings, a new social status which could change them as well as their financial situation due to their efforts.

The fourth factor (8.97%) correlated with “Need of High Working Conditions and Comfortable Surrounding” (0.92). Its content was clarified with the positive connections with the variables such as “Instrumental Motivation” (0.23) and “Need of Forming and Supporting Long-Term Stable Relations” (0.21). The reversed pole was marked with the variables such as “Motives Related to External Prestigious Professions and Financial Welfare” (-0.33) and “Need of Social Relations” (-0.23). Accordingly, the fourth factor was interpreted as an expressed need of servicemen to get welfare (good conditions and surrounding, competitive

salary) without paying attention to the number of effort they put in.

The fifth factor (8.71%) correlated with the variable such as “Need of Obtaining the Recognition by Other People” (0.95). Its reversed pole gave the possibility to mark the connections with the variables such as “Internal Conception – I” (-0.28) and “Motives Related to Personal and Professional Development” (-0.27). Thus, this factor was marked as “Need of Obtaining the Recognition by Other People” which servicemen wanted to satisfy at the expense of personal development and professional improvement for what they could change their old persuasions and refuse from their old lives.

The sixth factor (8.08%) correlated with the variable such as “Need of Interesting and Socially Beneficial Work” (0.96). The content of this factor was clarified with the variables such as “Internal Processes” (0.22), “Instrumental Motivation” (-0.15), “Internalization of the Aim” (0.13), and “Need of Social Relations” (-0.13). This factor was marked as a desire for interesting and useful actions achieved through professional socialization.

Thus, servicemen of the deficient type had a marked desire to change themselves and their lives for the better, to go beyond the limits of the previous way of living, to experience the feeling of their value, and to get a new status. Their motivation was weakly connected with the direct content of the military profession despite a desire to work putting huge

efforts and changing everything. Profession for them was a kind of means, not an individual value. Thus, the military profession could be substituted with any other which was more prospective having identical requirements for their candidates.

Servicemen of the dependent type (about 4% from a general selection of the research) were affective, weak-willed,

dependent on other people, as well they expressed a desire for definite emotional life and had a low level of internality. According to the self-determination theory (SDT), there was traditionally used term “autonomous and controlled motivation”. However, that type except “autonomous and controlled motivation” had some traits suitable for addictive behavior. The structure of motivation of this type is presented in Table 6.

Table 6: The structure of motivation of NGU Servicemen of dependent type

Variables	Factors					
	1	2	3	4	5	6
Motives Related to Personal and Professional Development	0.94	0.02	-0.11	0.12	0.05	0.08
Dependent Profession Selection	0.90	0.08	-0.15	0.31	-0.18	0.03
Motives Related to External Prestigious Professions and Financial Welfare	0.88	0.26	-0.30	-0.05	0.11	-0.01
Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)	0.86	0.29	0.16	-0.02	0.07	-0.24
Need of High Salary and Financial Benefits	0.24	0.10	0.10	0.93	-0.01	-0.09
Need of High Working Conditions and Comfortable Surrounding	0.04	-0.01	0.02	-0.03	0.96	0.14
Need of Accurate Structurization of Work and Feedback	-0.04	-0.01	-0.04	-0.10	0.15	0.98
Need of Obtaining the Recognition by Other People	0.18	-0.14	-0.87	-0.24	-0.28	-0.14
Need of Interesting and Socially Beneficial Work	-0.11	0.05	0.93	-0.10	-0.17	-0.17
Internal Processes	0.23	0.71	0.28	-0.46	0.24	0.20
External Conception – I	0.37	0.74	0.07	0.25	0.12	-0.06
Internal Conception – I	0.36	0.80	-0.04	0.09	-0.26	-0.14
Internalization of the Aim	-0.09	0.93	0.06	-0.01	-0.01	0.04
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.						
a. Rotation converged in 6 iterations.						

This factor structure described 92.32% of total dispersal peculiarities.

The first two factors (28.01% and 21.16% accordingly) described the dependency on antisocial needs. The first factor pressed to the process of profession selection and the second factor was marked with specifically realized aims of professional activity.

The content of the first factor (28.01%) was marked with the variables such as “Motives Related to Personal and Professional Development” (0.94), “Dependent Profession Selection” (0.90), “Motives Related to External Prestigious Professions and Financial Welfare” (0.88), and “Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)” (0.86). This factor was marked as a forced selection made under pressure from their own needs including even antisocial personal ones (development, self-affirmation) and financial benefits.

The second factor (21.16%) was described through such variables as “Internalization of the Aim” (0.93), “Internal Conception – I” (0.80), “External Conception – I” (0.74), and “Internal Processes” (0.71). The content of this factor had the almost complete coincidence of the concept internalization of the aim with the situation when the achievement of the aim of valuable features of others was understood as self-realization and satisfaction of their activity. The content of this factor was clarified with the variables such as “Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)” (0.29) and “Motives Related to External Prestigious Professions and Financial Welfare” (0.26).

The third factor (14.45%) described a desire of servicemen to fill their personal life with a positive experience at the expense of their being a part of the interesting surroundings. Thus, usually dependent personalities had difficulties with the process of finding satisfaction inside themselves. To

experience positive emotions, they needed external stimulation. The positive pole of the third factor was determined with “Need of Interesting and Socially Beneficial Work” (0.93). Definite clarifications were made with the variable such as “Internal Processes” (0.28). The reversed pole was marked with variables such as “Need of Obtaining the Recognition by Other People” (0.87). The clarification was made with the variable such as “Motives Related to External Prestigious Professions and Financial Welfare” (-0.30).

The last three factors had almost identical values – 10.27%, 9.49%, and 8.93% accordingly. The fourth factor described the specific attitude to the process of professional activity. This factor did not bring any satisfaction. Servicemen had to perform professional activities to get financial benefits (which was their main aim). This factor was formed with variables such as “Need of High Salary and Financial Benefits” (0.93). The content was clarified with a variable such as “Dependent Profession Selection” (0.31). The reversed pole was marked with a variable such as “Internal Processes” (-0.46).

The fifth factor was marked with a variables such as “Need of High Working Conditions and Comfortable Surrounding” (0.96). It was clarified with variables such as “Internal Processes” (0.24). The reversed pole was weakly marked with “Need of Obtaining the Recognition by Other People” (-0.28) and “Internal Conception – I” (-0.26). This factor was described as a desire to get comfort and hedonism.

The sixth factor (8.93%) was developed with variables such as “Need of Accurate Structurization of Work and Feedback” (0.98). The content of this factor was clarified with the variables such as “Internal Processes” (0.20) and “Antisocial Motives (attitude to the profession was as if it was a way to satisfy own antisocial needs)” (-0.24). This factor was described as a desire to avoid problems related to their activity, desire to obtain easy work.

Thus, the results of the conducted research gave the possibility to determine a range of peculiarities of the structure of motivation of servicemen of dependent type. Firstly, it provided the relations of dependency where personal development and well-being depended on the realization of their antisocial needs. Secondly, their activity was directed to the fulfillment of their interesting internal emotional life at the expense of their belonging to the interesting surroundings. Thirdly, their motivation was directed to the organization of the professional activity which did not disturb their internal emotional life, did not bring any troubles, and provided them with comfortable conditions.

DISCUSSION

In this research there were determined 6 types of professional motivation with various levels of effectiveness of professional activity (the list was provided by the indicators of their effectiveness): 1) motivated with a desire of public service, 2) stagnated, 3) prosocial, 4) adventures-centered, 5) deficient, 6) dependent [17]. Despite similar typologies, there was a broad list of the types of negative motivation. Moreover, there were determined the types such as stagnated, adventures-centered, deficient, and dependent. However, the stagnated type occupied medium step between highly effective and medium effective types but in the developed typology it was included in the type with negative motivation. It was connected with the fact that servicemen who were not satisfied with their profession did not prolong their contract. Thus, the research by Harrington, Bean, Pintello, and Mathews (2001) distinguished that the personnel of military sphere were more likely to change their work if they were emotionally exhausted, had a lower level of internal satisfaction with their work, satisfaction with their salary as well as possibilities to be promoted at service.

Distinguished types, their descriptions, and structure of motivation did not contradict the regulations related to the relations between public service motivation (PSM) with effective work and its average self-efficiency. In the conclusion, there were added existing relations of autonomous and controlled motivation with productive activity. The received results would be used for further development of those regulations.

By the results presented in the works by Miao, Eva, Newman, and Schwarz [18]; van der Voet, Steijn, and Kuipers [19], Breaugh J, Ritz A, and Alfes K [9] the public service motivation (PSM) was considered as one connected with a high level of effectiveness with a desire to be developed, to get satisfaction with their work, with a decrease of task complications up to the level which correlated with their ability to live with their values and believes. However, the received structural motivation of servicemen related to PSM gave the possibility to determine existing mechanisms of self-motivation of those who had PSM which connected and described those earlier distinguished regulations. Thus, firstly, there is the structural motivation was conducted through the process of connection of algorithmization of their work (easiness and generalization) and satisfaction with work. Secondly, the structure of motivation of this type of satisfaction with main needs was performed not only at the expense of chosen profession but also by its content. It could prevent corruption – situations when the end justified the means and when their priorities were set above the priorities of others. Personal and professional development,

obtaining the social status also happened by the content and aims of professional law enforcement officers. Thus, namely the content of the profession which was connected with public service provided the limits of development and the search of resources which made it impossible to refuse this way of development. Such a structure of motivation supported self-realization and a high level of activity.

The structure of motivation of the stagnated type gave the possibility to broaden the view concerning average relations of PSM and productivity of activity with the psychological mechanism of self-efficiency. Thus, Schott, Neumann, Baertschi, and Ritz [10] pointed out that policemen who did not get any feedback lost their confidence in their ability to realize the motives of PSM. Because of the feeling of disability (for example, when individuals who committed crimes are set free in the courtroom) PSM is considered to be a general type of motivation related to work with limited behavioral consequences. Other than that, the received data related to the structure of motivation of the stagnated type proved the necessity of paying attention to another side of such averaging. When previous achievements which reflected on self-perception and sometimes even ruined it (for example, formed inadequately overstated self-estimation) prevented them from development and were potentially dangerous for law enforcement officers' productivity.

The research by Schott, Neumann, Baertschi, and Ritz [10] also proved that prosocial motivation differed from PSM with their orientation on the individuals and groups which were involved in the direct contact, or on the organization-employer. It lived on the feedback of those who were helped with senses of gratitude as well as with emotional appeal. Presented research gave the possibility to form the conclusion that those peculiarities of motivation had their specific reflection and the structure of motivation the prosocial type differed from the type with PSM with a lower level of subordinate structure of motivation and a higher level of concreteness of motivational factors. The structure of motivation of servicemen of the prosocial type had an almost identical value of factors which described the importance of being useful in professional activity, being good at breadwinning their families, being a good colleague in service. According to the content of factors, servicemen of the prosocial type were mostly orientated on the ability not to fail their families but not on abstracted social benefit. The protection of the motherland was for them a way of overcoming their fears, etc. Such structure developed a complicated process of selection and decision-making when the situation dealt with the interests of several sides which were important for servicemen of the NGU.

It was quite interesting to compare the received results related to the adventure-centered type with the data by Lyk-Jensen and Glad [5] who determined that servicemen who were motivated with a desire to get adventures finished only secondary school and, usually, served only one year contract. The received structure gave the possibility to conclude that servicemen of this type were not self-sufficient and thus, they required the surrounding which made their lives eventful. They did not want to change by the requirements of the profession, instead, by any means (manipulations), they wanted to join the process of performing those aspects of professional activity which gave the possibility to satisfy their desire to work.

American researchers figured out that military service was mostly joint by Afro-Americans, indigenous Latin Americans, and rarely those people who had good school grades, planned to enter college, and whose parents had higher education [2]. This tendency was strengthened after the "Desert Storm". Thus, the candidate for lower positions who entered the military service was motivated with salary (benefits), was married, had basic education, and did not get secondary education [4]. However, Asoni, Gilli, Gilli, and Sanandaji [20] denied the theses that the American Army was hired by the Army of poor people which was used by the critics of the US external policy. They determined that despite generally accepted ideas American servicemen did not recruit primarily people with socially and economically dysfunctional layers of society. Technological, tactical, operational, and doctrinal changes led to the changes in personnel demand. As a result, according to various indicators such as family income, family wellbeing, as well as cognitive abilities servicemen on average, had identical or better indicators as civilians had. In this research the deficient type included a quarter of respondents, and, at first sight, the problem was not in the fact that they had lower education and were less confident in their abilities and skills, the problem was in the fact that even having a desire to work, to put huge efforts, and to change their motivation was weakly connected with direct content of military profession. For them, this profession was a kind of means but not an independent value.

Thus, the military profession could be substituted with any other profession which was more prospective having identical requirements for the candidates. Accordingly, they wasted efforts in the process of acquiring a profession, were not confident that servicemen would not substitute their military profession as soon as possible with the profession which was considered to provide them with better prospects.

A range of studies which included the comparison of

autonomous and controlled motivation related to work satisfaction and desire to dismiss [21] being exhausted and belonging [22], being at the workplace [7], having the feeling of organizational support, positive worries, and level of communication [8].

The conducted research demonstrated that the type with the lowest level of activity effectiveness had features of dependent and controlled motivation.

The analysis of the structure of its motivation showed that profession selection and realization of the aims of professional activity of the representatives of that group were dependent on the satisfaction of personal including antisocial requirements.

They wanted to fulfill their internal lives with positive worries at the expense of external stimulation, so-called “belonging to the interesting surrounding”.

The process of professional activity did not provide them with satisfaction, however, they had to deal with it to get financial benefits.

Their motivation was directed to the organization of the professional activity which did not disturb their internal emotional lives, did not bring them problems, and provided them with a comfortable environment.

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CONCLUSION

The conducted research proved that motivation of servicemen could be appropriate to learn connecting the theory of public service motivation (PSM) with self-determination theory (SDT). That gave the possibility to describe not only the distinguished types of professional motivation of servicemen but also specific peculiarities including self-motivation of the representatives of this type which was run with public service motivation; “rest on laurels” of the stagnated type; problems with selection of prosocial type for whom profession, motherland, and friends had big value; tendency to manipulate to get an access to desired aspects of professional activity of the type which was adventure-centered; absence of sincere interest in military profession of the deficient type which could substitute it with more prospective work having identical requirements for the candidates; attitude to profession as if it was a kind of means of satisfaction of demands of their emotional lives of the dependent type.

The prospects of further studies

It was distinguished to be prospective to develop or standardize existing methods which correlated with the theory of public service motivation (PSM) and self-determination theory (SDT) to estimate the motivation of servicemen.

Conflicts of interest

The authors declare that there are no conflicts of interest.

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