

SPECIFIC SUBJECTS OF LICENSE ACADEMIC PROGRAM – AN IMPORTANT STAGE OF PROFESSIONAL DEVELOPMENT OF FUTURE MILITARY LEADERS AT NATIONAL MILITARY UNIVERSITY, BULGARIA

Elitsa PETROVA

National Military University, 76 Bulgaria Blvd., Veliko Tarnovo, Bulgaria, Tel.: +359888316205, Email: elitsasd@abv.bg,

Abstract

On the basis of an approved request by the Head of National Military University we have conducted a research on motivation in military formations of the example of Vasil Levski National Military University in Veliko Tarnovo, Bulgaria. Subject of the study is motivation for training and military activities of the cadets and the objects of the study are students in professional military direction in “Organization and management of military units at the tactical level,” Land forces faculty at the National Military University of Bulgaria. The article presents results of the study at second item – “Do you agree that the study of specialized topics is an important stage of your professional development as future military leader?”. The interviewees were cadets who graduated through the following academic years – 2013/2014, 2014/2015, 2015/2016.

Keywords: *motivation; military formations; National Military University; specialized topics; professional development; military leader.*

JEL Classification: O15



Introduction

Leadership is directly related to the human need of power as one of the needs that must be satisfied in order for a person to meet others, to feel complete, approved and followed by individuals. Throughout his entire life, a man aims to be a figure that inspires others, and to be followed by others.

“Leadership is an upliftment of the human imagination to greater heights, striving for higher standards of performance, forming a personality beyond its normal shape” [Drucker, 1992]. It “is not a job, profession and occupation in general, but a function that each better or worse performs in the interactions with others. Leadership is both a process and a personal quality. The process of leadership is using uncoerced influence to steer and coordinate the activities of members of the organized group to reach its objectives. As a personal capacity, leadership is a combination of features and characteristics of the individual, who successfully use such influence.” [Kamenov, 2000]

Leadership is a “phenomenon of group dynamics in which the result of the interaction of members in the implementation of a common activity, a person has rights to organize a group to solve a specific tasks” [Djonev, 1997]. It is a phenomenon of informal personal relations, and there are no formalized procedures to elevate the leader and there are no administrative measures for his/her approval. The other members of the group take the leader completely voluntary, build their own attitude to him or her as a leader and to yourself as to a led. Leader is a member of the group, which has considerable influence on the behaviour of other participants in the joint activity. Status of authority is mandatory for a leader. Authority and his power are upheld from his personal qualities and contributions that he does to achieve group goals.

In modern management we do not talk about managers and subordinates, but about leader and followers, and here lies a key to understanding leadership – this is purely the human ability to inspire people we are managing so as to follow us.

On the basis of an approved request by the Head of National Military University it is conducting research on motivation in military formations of the example of Vasil Levski National Military University in Veliko Tarnovo, Bulgaria. Subject of the study is motivation for training

and military activities of the cadets and the objects of the study are students in professional military direction in “Organization and management of military units at the tactical level,” Land forces faculty at the National Military University of Bulgaria.

A research hypothesis states that a specific organizational culture at military universities and in particular at Vasil Levski National Military University has a major impact on individual motivation of cadets for education and military activity in the process of achieving the specific objectives of educational preparation in these organizations. We believe that the academic performance of the cadets and the received satisfaction from their training during their academic preparation is dependent on both the quality and intensity of the efforts made by them and the methods of extrinsic motivation used by academic and command staff. It is possible to establish during the investigation that certain elements of the learning process and/or military activity do not fully meet the demands, needs and expectations of the cadets when it comes to preparing for future officers.

Recruiting information regarding the survey is carried out through a combination of research methods. The main method of the study is empirical survey conducted in a real educational environment. An appropriate questionnaire was prepared including 24 items to help achieve the stated research purposes and to allow testing the validity of the formulated research hypothesis and made scientific assumptions after exploring the variety of existing theories of motivation. The questionnaire was prepared after long research work by Elitsa Petrova and Dumitru Iancu as a consequence of their multiannual research in the field of motivation. Mathematical and statistical methods are used for processing and analysing survey results and their graphical representation.

General profile of participants

The article presents results of the study at second item – “Do you agree that the study of specialized topics is an important stage of your professional development as future military leader?”. The interviewees were cadets who graduated through the following academic years – 2013/2014, 2014/2015, 2015/2016.

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Totally, all cadets for three academic years numbered 145 people, including 124 men and 18 women. Respondents of the survey were 124 people of which 109 were men and 15 are women, which are 88% of all available cadets.

Table no. 1. General profile of participants

Alumni 2014 2015 2016	Total number of cadets	Total number of respondents	Male total	Female total	Male Respondents	Female Respondents
Total	145	124	127	18	109	15

Profile of participants in the study by military specialties has been prepared in separate tables. Specialties covered by the study are the following:

- Mechanised Infantry and Tank Troops;
- Intelligence / Signal Intelligence and Electronic Warfare;
- Military Computer and Information Systems;
- Engineers;
- Military Logistics; Fuel, Oil and Lubricants;
- Movement and Transportation;
- Nuclear, Biological and Chemical Safety and Protection, and Ecology;
- Tank Troops – Technical and Automotive Troops.

Table no. 2. Participants in the study by speciality

Total number of cadets	Total number of respond ents	Male total	Female total	Male Respondents	Female Respondents	Speciality
33	29	32	1	28	1	Mechanised Infantry and Tank Troops
20	18	20	0	18	0	Intelligence / Signal Intelligence and Electronic Warfare
37	30	32	5	25	5	Military Computer and Information Systems
15	12	14	1	11	1	Engineers

Total number of cadets	Total number of respondents	Male total	Female total	Male Respondents	Female Respondents	Speciality
16	14	10	6	9	5	Military Logistics; Fuel, Oil and Lubricants
6	5	4	2	4	1	Movement and Transportation
4	4	3	1	3	1	Nuclear, Biological and Chemical Safety and Protection, and Ecology
14	12	12	2	11	1	Tank Troops – Technical and Automotive Troops

Table 2 shows the total number of cadets in specialties, as well as the respondents in the study. The exported data shows that the Military Computer and Information Systems have the highest percentage of participation – 24%, followed by Corps of Motorized Infantry and Tank Forces – 23%, Intelligence / Signal Intelligence and Electronic Warfare – 15%, and Military Logistics; Fuel, Oil and Lubricants – 11%. Tank Troops – Technical and Automotive Troops and Engineers’ Corps have equal percentage of study participants – 10%, followed by Movement and Transportation – 4% and Corps for Nuclear and Chemical Safety and Protection and Ecology – 3%. The released data are informative and show range of the survey. The data do not show any disturbing information as the number of students at the National Military University is defined by national state order from Ministry of Defence and could not be changed without authorization.

Socio-demographic distinction by gender is made.

Distribution by gender and academic speciality was performed and combined in the course of processing the data from the current study. The data show the percentage of men and women who are respondents of the survey by speciality.

The processing of the data revealed that 26% of men respondents are trained in an academic specialty – Mechanised Infantry and Tank Troops, 24% of men respondents are trained in an academic specialty – Military Computer and Information Systems, and 16% of men respondents are trained in Intelligence/Signal Intelligence and Electronic Warfare.

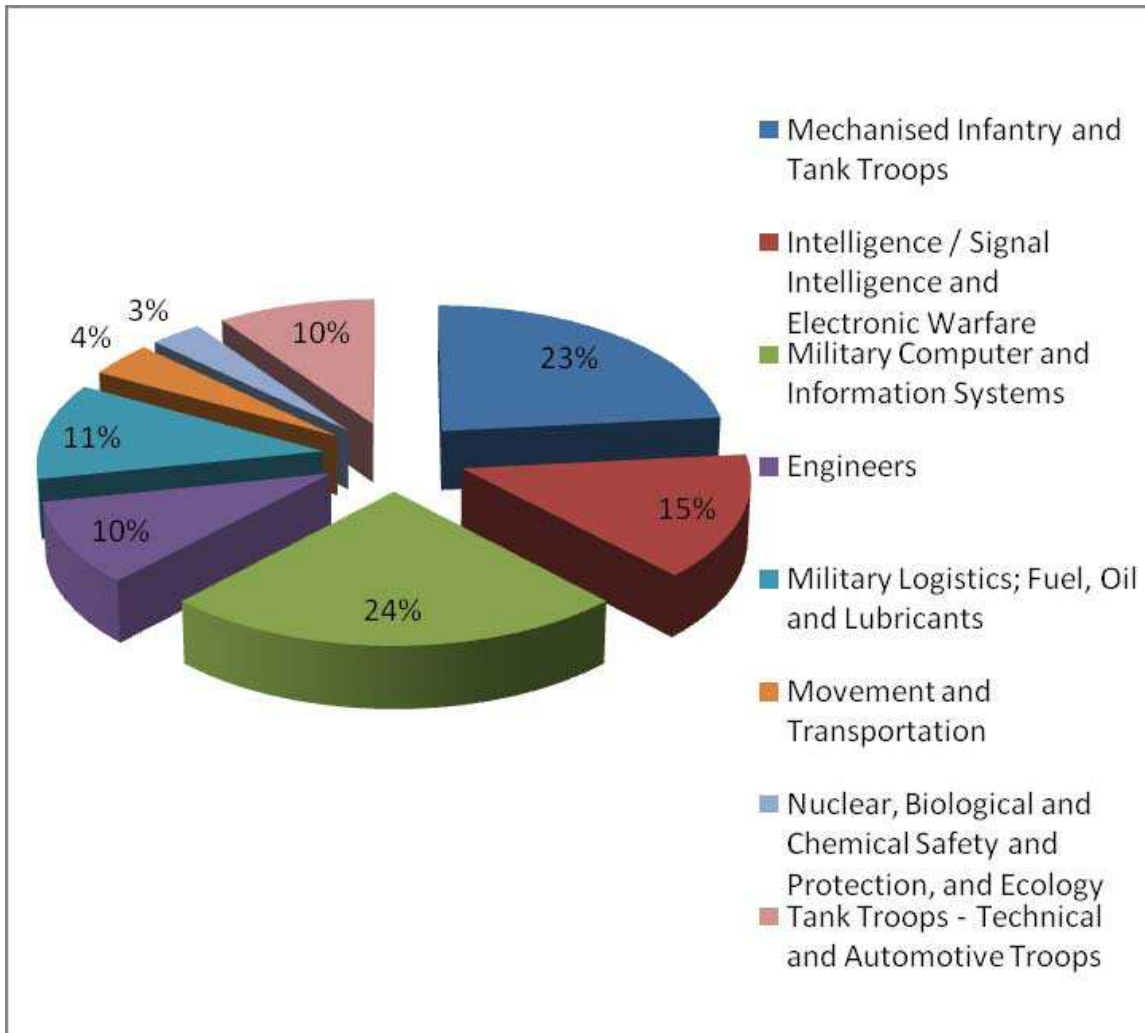


Figure no. 1. Participants in the study grouped by speciality

Tank Troops – Technical and Automotive Troops and Engineers have equal percentage of men participants – 10%. 8% of men respondents are trained in an academic specialty – Rearward and Non-combate Troops, 4% in the Movement and Transportation, and 3% in Corps for Nuclear and Chemical Safety and Protection and Ecology.

