"HENRI COANDA"
AIR FORCE ACADEMY
ROMANIA

"GENERAL M.R. STEFANIK"
ARMED FORCES ACADEMY
SLOVAK REPUBLIC

INTERNATIONAL CONFERENCE of SCIENTIFIC PAPER
AFASES 2014
Brasov, 22-24 May 2014

RELEVANT PSYCHOLOGICAL FACTORS FOR SUCCESS

Georgiana CORCACI

Department of Psychology, University "Petre Andrei" of Iasi, Romania

Abstract: This paper aims to address the question of how success is viewed today as a result of individual behavior, in terms of internal motives and external factors leading to the adoption of certain attitudes for successful people to reach. Success is closely linked to the effort, leaders say, this is the attitude that each person should adopt in order to fully realize what he wants and to reach this state, being covered by every person access to education (Ilut, P. 2004, p. 31). To this end, we conducted three surveys that we've applied to a sample of 180 subjects, so that we can draw some conclusions regarding the importance of motivation and attitude to succeed.

Keywords: psychological factors, attitudes, behavior, success.

1. INTRODUCTION

A successful business fulfills a clear objective, accurate recognition of success established by other community members. Success is personal and customized to each of us and is characteristic of every community in part (Bland, G. 2000, p 23). Success in performance, is the optimum of the target that we want to go and that we find, given that we gain appreciation for the achievement of the aim (Harrington, D. 2002, p. 54, Jenson, R. 2004, p. 48). Success can be viewed as a state that is reflected both internally and externally. This requires knowledge of personal qualities and confidence in them, in direct proportion to the work and passion to achieve it. Success can be met by any person, if desired, sought and pursued consistently, if opportunities are offered what are valued regardless of the obstacles. Attitude is a "relatively stable way of reporting individual or group to certain sides of social life and self-esteem" (Chelcea, S. 1994, p 36).

2. FOR RESEARCH

Research to address the issue of success in terms of the psychological interdependence between attitude and motivation and how they are reflected upon and also aim to highlight how the adoption of certain attitudes influence behavior of individuals in an effort to achieve those objectives proposed which lead to what they believe is a success. The purpose of this research is also to identify the motivation behind the individual success that makes people want to be successful, and equally the causes underlying the creation of this vision.

3. RESEARCH OBJECTIVES

The overall objective:

- Analyze how each individual perceives success, based on the interdependence of attitude and motivation.

Objectives:
- Identify how success is perceived by individuals.
- Highlighting the role of attitude in achieving success.
- Perception of the importance of achievement motivation that lead to success.

4. RESEARCH HYPOTHESES

Research hypotheses are:
1. Be positive, supported by a strong motivation to compete to achieve individual success.
2. Of individual personality factors are important in an attitude conducive to achieving a high standard.
3. Actional alternatives influence attitudes and aspirations of individuals to achieve success professionally.

5. THE SAMPLE INVESTIGATED

In the present research, the study sample is represented by a number of 180 students, aged between 18 and 25 years in all study years, from three different faculties. Subjects covered were selected based on research results to education, so the first 10 students were chosen with the best results in each year of study and last 10 of the same year, the worst results.

6. RESEARCH METHODOLOGY

To study the assumptions we built three questionnaires, which we implemented sample set:
- First attitude questionnaire aims, subjects regarding their career.
- The second questionnaire focused on identifying motivates people to be successful.
- Last questionnaire clarifies in sight meanings term success.

7. DATA ANALYSIS AND INTERPRETATION

In the first questionnaire, introductory question clarifies sex, weight subjects participating in this research: a percentage of 55% of respondents are male subjects and a 45%. Are female. When asked, the type of organizational structure based on rules and procedures, 83.33% of subjects chose this type of organization, which formally certify their spirit high and the other 16.67% were against this structure.

- 77.78% of subjects believe they can maintain a pleasant discussion with anyone who requests it, the other 22.22% disagree with this, which leads us to say that it takes an open attitude, a sociable and communicative. The same percentage was recorded when subjects were asked a question about whether they like to communicate with colleagues to eliminate potential errors in data transmission. Subjects were asked whether they usually work to complete an activity, whether under pressure of time, 61.11% said yes, which indicates that they are people focused mainly solving tasks, and the other 38.89% considered that there is no need for this to happen, either for convenience or the desire to do things calmly, not in a hurry.
- Ask if they are willing to implement any idea that seems to be feasible and effective, subjects answer in 75%, meaning that it is open to new things, take risks, while 25% were against, saying they need more detail and more time to decide.
- 27.78% of those who were surveyed believe that our destiny is written all, and 72.22% take the opposite behavior, realizing that success means, effort, work, responsibilities and risk taking. Of the responders, 94.44% think it is an extremely important that their reputation is spotless, and 5.56% does not give it much importance.
- When facing problems, 94.44% of the subjects participating in research find solutions to address them immediately. There are also people who panic at such times and resolutions comes more slowly, as shown and statistical results, 5.56%. When asked if they lose their temper when they are taken to the

"HENRI COANDA"
AIR FORCE ACADEMY
ROMANIA

"GENERAL M.R. STEFANIK"
ARMED FORCES ACADEMY
SLOVAK REPUBLIC

INTERNATIONAL CONFERENCE of SCIENTIFIC PAPER
AFASES 2014
Brasov, 22-24 May 2014

point where an uncompleted, 41.67% of them answered affirmatively, saying intolerance to frustration, with authority, while 58.33% remain vertical, and aware of the shortcomings and mistakes.

- 16.67% of subjects considered that the results in excess of their just had better luck, which shows their lack of ownership results, inability to self, and a distorted image of reality. However, 83.33% of them, which is a very large percentage are aware that results are driven by sustained and self-management preseverenței.

-83.33% of the subjects interviewed agree that quiet work in the office with acceptable remuneration is cheaper than one that involves many responsibilities and great trouble, and this shows the desire for stability and a peaceful life ce16 while 67% say the opposite, going on the grounds that a peaceful and stable organizational climate is not the most important criterion.

- When asked if they work best together, only 25% voted in the affirmative, and a significant percentage of 75% were opposed, reflecting a dose of individualism and at the same time, self-confidence. Subjects were asked about how planning their activities, specifically, if their notes on an agenda that have to do in the near future. We find that only 16.67% of them plan their activities, others 83.33% turning to other methods.

- 52.78% of respondents are actively involved in extra-professional activities, even if it takes time, and 47.22% of them said he did not engage in such activities. Of the subjects interviewed, 61.11% say that many people turn to them for how they solve different problematic situations and 38.89% claim that many people do this. When subjects were asked to determine the importance of a permanent and secure employment for them,

they responded at a rate of 80.56% that is very important to them as potential service to meet that criterion, 16.67% of them think that is quite important this issue, and for 2.78% of subjects not a crucial criterion.

- 97.22% of subjects undergoing research have opted for the idea that for a successful career you need a job where there are a range of personal opportunities, 2.78% of them chose the same option, but "largely". According to the survey, 83.33% of subjects say "heavily" the most important is to have a well paid job, regardless of the field, 11.11% see this "equally" important, and in a relatively small percentage of 5.56% are those who disagree with this statement.

- Personal satisfaction is important in providing a work item to which respondents consider: 27.78% "heavily", 13.89% are "largely", 27.78% agreed with the statement released, and 25% of respondents approved "the little "this idea, not because there would be a significant job satisfaction, only that wage setting contributes to satisfaction. In the same breath, 5.56% reject all those shown. So, salary is the most important criterion, an idea reinforced by the item in the 94.44% criterion states that the remuneration is very motivating.

- 77.78% of respondents put career first prestige, 16.67% agree "largely" on this point, the other 5.56 % being equally agree that the real importance of prestige. Subjects considered, according to survey results, that independence within an organization is highly coveted, as shown in the percentages of 88.89%, respectively, "heavily" and 11.11%, respectively, "largely". Subjects were asked if their view, a job provides opportunities to promote rated. It seems that most of them, 88.89%, believe that "heavily" a good job

offers growth opportunities, respectively, 11.11%, "largely".

- 91.67% of respondents believe that everything is built gradually, which shows that most of them realize that efforts will be necessary for personal fulfillment. Unlike most, 8.33% of approved subjects "small extent" the idea, suggesting subjects are unable to acknowledge and appreciate the efforts that are required to become a successful person.

- When asked whether they agree that anything important is achieved gradually, 91.67% of subjects chose pro this statement, and 8.33% have opted for "small extent", which may raise turn, prevents the and dreamers are still immature and tend to expect a major change for the better, with minimum effort. They were also asked to comment on the extent to which education contributes to a situation is advantageous. In these conditions, 77.78% believe that school is the most helpful factor in obtaining a coveted post. Contrary to popular opinion, 13.89% said it helps "small extent" and "very little" reinforces the conviction of the former, with a percentage of 2.78%, which may lead to the idea of some frustrations, failures, failures on schools and professional.

- Another reason is the coveted position within the organization that will enable potential. Thus, 83.33% of respondents said they want a high position in the company "heavily", another 11.11%, "largely", which shows the desire of the respondents of self, to become successful. Of course, there was a percentage of 5.56%, which are equal if they are in a high office or a function that involves fewer tasks and rights. Such behavior is probably caused by natural fear to take over many responsibilities that would involve such a position.

- In terms of respondents wish to be part of the body representation to executives, responses were similar, subjects showed his desire to join such organizations. According to the rating scale, 83.33% of interviewing subjects consider "heavily" the importance of the provision of quality work immediately after they exit from school. A high percentage of previous notes that subjects focus on quality

actions, noting their desire to continually enrich. Also, 5.56% are of the same opinion, see "largely" the importance of quality service delivery after graduation. Contrary to the majority, 11.11% of respondents considered this issue as less important, personal reasons, I see other alternatives for a successful career.

- Also, when asked if the future is important to have a competent head, most of them, at a rate of 77.78%, have been strongly agreed with this statement and another 2.78% reinforce this idea. We notice again the subject's desire to work in a healthy climate, quality human resources. It is normal to have other opinions, as to 11.11% of them, this is irrelevant, probably very great confidence in their forces, and 8.33% others, concerning the question of the importance of having a competent chief less important. It seems that the latter has other principles, is based on other values, arising only from their vision.

- When asked if a desire to promote good salary deferred, 33.33% of them responded "very little", and 8.33% noted that "little" may defer salary motivating desire to promote. In this respect, we appreciate that subjects showed a craving to do positive things in their career, to go through all the stages necessary in order to learn to apply what they studied. They demonstrate dignity and courage to face the reality. However, the majority tend to lean towards the other side of the balance. Thus, at a rate of 47.22% on one side and 8.33%, on the other hand, felt some fear of losing considered favorable position within the organization and at the same time, fear of risk of losing a good salary promotion in uncertain conditions.

- When asked about the need to work around the house, all subjects responded that this topic is less relevant, which demonstrates again that subjects shows high mobility. As shown in the results of the scoring grid, 80.56% believe that a united team guarantees safety and provides a quiet working environment, which is normal, given the age of individuals at research. In these conditions, they prove a real willingness and openness to the social sphere. 5.56% maintained the same opinion, and 8.33% are "equally" agree with

"HENRI COANDA"
AIR FORCE ACADEMY
ROMANIA

"GENERAL M.R. STEFANIK"
ARMED FORCES ACADEMY
SLOVAK REPUBLIC

INTERNATIONAL CONFERENCE of SCIENTIFIC PAPER
AFASES 2014
Brasov, 22-24 May 2014

those stated. A percentage of 5.56% is occupied by those who disagree with this idea, which leads to the idea that individuals in this category may have a more individualistic attitude in terms of personal fulfillment.

- According to the survey, individuals who have been our research, responded at a rate of 91.67%, that in their opinion, not career comes first. This shows that the respondents have already formed a view on life and have compiled a list of priorities, and career is not on top. On the other hand, 8.33% of the subjects placed their careers first, which means that there are dedicated individuals among them, ready to do anything to achieve that goal. When they were asked to express their opinion about the statement "one of the best ways to improve your life is to ensure less successful in life", 94.44% have opted for the affirmative, which means that young people believe that success is the key to happiness, another 5.56% denied the allegation, probably the reason that success means nothing in their eyes.

- When asked in which subjects were asked their opinion on whether success is the result of an extraordinary genius, a divine miracle or anything else that does not possess, subjects responded unanimously negative, which means nothing, then they are aware that success is the result of one's personal work and not something accidental, and that this can be achieved by anyone undertake effective activities to this end.

- 88.89% of those surveyed believe they will achieve success when they feel happy or make in life, and the other 11.11% are against this statement. It can be seen most clearly tending to see success in terms of happiness achieved at a time. This bias is related to individual happiness is seen as distinct from

each person, and can manifest in different ways. The data obtained shows that 77.78% of subjects surveyed consider that they have managerial competence to enable a field. In this category is highly motivated individual who want a job that requires a high degree of responsibility. The proportion of 22.22%, other subjects considered not to have managerial skills, which demonstrates that they are aware of the other skills held and that can help more in the kind of action to take to ensure its successful future in your chosen field.

- Most of the respondents, 83.33%, believe that they will achieve success in their own ways, which is good considering the age category they fall. Note that they are realistic and willing of self and what is most important, are aware of the efforts that have to do to reach the position of success. But as normal, 16.67% disagree. They have at hand other ways to achieve success, or are frustrated by the fact that results are not appreciated at their true value. The evaluation grid, 86.11% of subjects considered to be a successful person must have money, while others, in proportion of 13.89% deny this hypothesis. The financial rewards are important because they provide basic needs of the individual, provides financial independence, safety, feeling of prosperity, opportunity development new plans, cultivating passions and hobbies. When asked if success is given by personal satisfaction, the proportion of 94.44% said yes. For them, personal satisfaction is the recognition of effort, appreciation of family and friends, their status in a company and assessing colleagues and superiors. This result shows that personal satisfaction is the most appropriate measure of a successful career. A percentage of 5.56% are those who feel separate them with other criteria to evaluate success.

5

- If asking for the lack of success in the absence of extensive work experience, 83.33% of respondents approve this statement, considering that going to build a successful career, you need extensive experience in the field, and a weight of 16.67 % of respondents sees different things, being more optimistic for what's next. This idea is supported by the question that 97.22% of respondents believe that successful people get to be experts in working, which confirms desire to excel in subjects they have chosen. When subjects were asked whether success is conditioned by neglect / circumvention of laws, 25% of the subjects were pro this statement, which worries can be put into the realities of today's society, which not infrequently promotes attitudes unethical.
- It is noticeable, however, that 75% of respondents, as shown results are attuned to ethical behavior, which involves the acceptance and observance of ethical codes of organizations working and interacting with the community. For 97.22% of subjects, level of education is particularly important in career development and success. Also, subjects were asked if a person's success influenced the impact it has on the environment in which they operate. On this question, 91.67% of them confirmed, which means that they consider environmental impact must be within the community where the organization operates or globally. 8.33% of them have denied this. 55.55% of respondents consider that successful people can be seen in terms of leisure time that it may benefit you want, while 45% think that this is not relevant. Respondents assessed the extent of 97.22% people think that to be successful, must be powerful and influential individuals and 52.78% of respondents considered that success can be controlled, which shows that respondents are very confident in their own forces and future holds for them, 47.22% believe that success can not be controlled.

8. CONCLUSIONS

As we have seen in this work, the image of success is, for many, synonymous with the image of an excellent result, reserved only certain privileged people, or endowed by nature gifted or very lucky. In fact, success can be met by any person, if desired, sought and pursued consistently, if opportunities that is offered are valued regardless of the obstacles. We have shown over the three attitude questionnaires were analyzed subjects with a successful internal motive causing them to adopt behaviors that those attitudes lead them to achieve success and how they manifest their behavior.

We cannot talk about success and successful not to mention the feeling of happiness, fulfillment, contentment, it is essential that we view the success. If we start the journey of life following picture "borrowed" a success or stereotypes imposed by society, without taking into account what we want really, we cannot, ultimately, disappointment. Attitudes are not working and not the personality rather undifferentiated, some are deeper, more intimately related to each particular individual, others are less profound, more superficial and volatile, less than about personality traits and peculiarities than the situation occur. As shown in Paragraph Gavreliuc (Gavreliuc, A. 2006, p 79), to achieve specific behaviors occur and many other personality variables, insisting today than those related to information processing in cognitive structures. Concrete research shows, on the other hand, the habits are, in many cases, stronger predictors than attitudes. Synthesis of meta-analysis studies show that habits matter greatly, as expected, the daily routine behaviors, such as putting a seat belt when driving the car. George Pănişoară, in the his paper *Effective motivation: A Practical Guide* (Pănişoară, G. 2005, p. 85) argues that motivating human actions oriented towards satisfying knowledge of needs, the balance in relation to environmental demands and to participate in human relations. As a law rendering the entire psyche, it acts on the side of each personality, including those controlled by the subconscious. To understand the functional mechanism of the reasons that trigger and maintain human behavior still need to introduce a premise that is provided by empirical findings: "Human behavior is always

"HENRI COANDA"
AIR FORCE ACADEMY
ROMANIA

"GENERAL M.R. STEFANIK"
ARMED FORCES ACADEMY
SLOVAK REPUBLIC

INTERNATIONAL CONFERENCE of SCIENTIFIC PAPER
AFASES 2014
Brasov, 22-24 May 2014

caused" thus appears alongside the concept of reason and choice (Maxwell, J. 2005) The cause is an objective, existing mental structures of the individual, innate or acquired and stored in the form of instincts, needs, habits, skills, attitudes, prejudices and other beliefs. This, in their concrete hypostasis, can differ from person to person both in terms of content and satisfaction model.

The paper does not seek to deny the complexity of the human psyche, but generally demystify success, showing that the necessary resources for success, strong motivation, proper attitude, persistence, are, once understood, accessible to all. We showed in the paper that the success, both personal and professional, is the result of a set of mental states, processes and psychological variables, being convinced that success in terms of considering all approach constituted the most appropriate factors for successful analysis and practical strategies its fulfillment.

That said, it seems that there are a number of reasons and causes that leads individuals to adopt a certain attitude in trying to achieve success. As can be deduced based on questionnaires, most of the subjects interviewed are conditioned to pay satisfaction and prestige, in choosing personal goals, their idea of success is intimately linked to social-cultural context. This paper highlights the key elements in achieving such success, a constituent part of the state of happiness, as Plato tells us: happiness consists of five parts, one is to make good decisions, a second is to have good health and bodily senses, third is successful as, entrepreneurs, and good reputation of the fourth and fifth among the men abundance of money and assets useful life.

REFERENCES

1. Alin Gavreliuc, *Paragraph, from the interpersonal to social communication: social psychology and progressive stages of self-articulation*, New York: Polirom, (2006), 79.
2. George Pănişoară, *Effective motivation: A Practical Guide*, New York: Polirom, (2005), 85.
3. Glenn Bland, *Success!: Glenn Bland Method,* Bucharest: International Business Tech Press, (2000), 23.
4. David Harrington, *How to form a successful team,* Bucharest: Teora, (2002).
5. John Maxwell, *All about leadership, attitude, teamwork, relationships*, Bucharest: Amaltea, (2005), 143.
6. Peter Ilut, *Values, attitudes and social behaviors,* Bucharest: Polirom, (2004).
7. Ron Jenson, *The Pyramid of Success: Successful organizations through successful people,* Bucharest: Codecs, (2004).
8. Septimius Chelcea, *Personality and society in transition*, Bucharest: Scientific and Technical Publishing, (1994).