THE PROFESSIONAL PROFILE OF THE ROMANIAN MILITARY

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Abstract*: The professional profile of the Romanian military is perceived as related to the image of the armed forces institution. The loss of percentage points from the perspective of civilians' trust in the Armed Forces has become more evident, so the professional profile has changed gradually. Because of this dynamic, Huntington's and Niculae's coordinates of military systems of values are not proper to the present military framework. For example, corporateness looses in importance. A study based on a sample of 1.020 military students proves that it is possible to build a professional profile based on a set of values, which contains: "way of life", "surroundings", and "supervisory relationships". Values such as "management", "associates", and "variety" are not appreciated as they should. In a mercantile society, the Armed Forces are no longer chosen for this military spirit, but for the economic return. Moreover, the individualism promoted nowadays, graduatelly determines the diminishing of the role of corporateness.*

Keywords*: professional profile, military systems of value, Work Value Inventory.*

1. INTRODUCTION

The professional profile of the Romanian military merges in the collective outlook with the image of the phenomenon of armed forces. Furthermore, armed forces relate to rationalized myth of national identity [1], while the military profession builds on myths of:
- devotion, as a result of higher reasoning regarding the tasks, even with the price of life;
- professionalism, derived from the degree of complexity of preparation and
- political equidistance, imposed normatively.

Although, it is considered to be a reputable institution, which inspires confidence among the masses, the armed forces have begun to be seen more doubtfully. This aspect has led to a loss of confidence barometer by 28 percentage points over the past 19 years[1] [2], amounting in 2009 to 60% of options, while the trust of the Orthodox Church institution totals 86% [3]. Basically, the armed forces, a "total institution" in Goffman's terms [4], is characterized nowadays by slow changes. The process of "remaining unchanged" in this institution, by maintaining in the leading positions a managerial class relying on former ideology, that has adopted a false attitude of supporting the transition process, has been made more visible by reference to a management policy specific to a dynamic and consumerist society.

Moreover, the cleavage between bureaucratic management practices and imaginary reform has increased considerably, contributing to further erosion of society's trust capital in the armed forces institution. With the erosion of the institution's image, the image of the military occupation has lost in importance too. In parallel with the adherence to West European standards of organization, armed forces institution has begun responding to the systematic restructuring based on framework plans and design of development, regarding the professionalization of the staff, strengthening civil expertise and resizing. The assessment of the professional profile at prospective level − regarding the future

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[1] The descedent trend of the trust in the armed forces institution is indicated by the next percentages: 1990:88%, 1991:82%, 1992:81%, 1993:87%, 1994:79%, 1995:85%, 1996:86%, 1997:81%, 1998:72%, 1999:71%, 2000:70%, 2001:75%, 2002:75%, 2003:77%, 2004:65%, 2005:69%, 2006:62%, 2007:65%;

military personnel of the Romanian Armed Forces - is an opportunity for gaining awareness of the need to define new training coordinates.

2. MILITARY PROFESSIONAL PROFILE THEORETICALLY PROJECTED

The military profession has features resulting from circumscription of the armed forces in view of the war. The shaping of a professional profile should be done taking into account this phenomenon regarding the military pattern.

When trying to define identity dimensions of a certain profession, Huntington [5] notes that the military profession meets some criteria as defining features:
- expertise, based on knowledge and

specialized skills, which are the standards of competence,
- responsibility, seen as the main motivation of professionalism, involving commitment to the profession and,
- corporateness or group consciousness, powered by membership to a professional organization.

Moreover, the dimensions of professional expertise and responsibility as the defining features of the military institution are achieved through complex training and by the specificity of the military profession that aims the security of the society. Corporateness is the quality indicator.

Niculae [1] builds a professional value system, which contributes to maintaining a high level of trust among the civilian population, by targeting components of surface and depth.
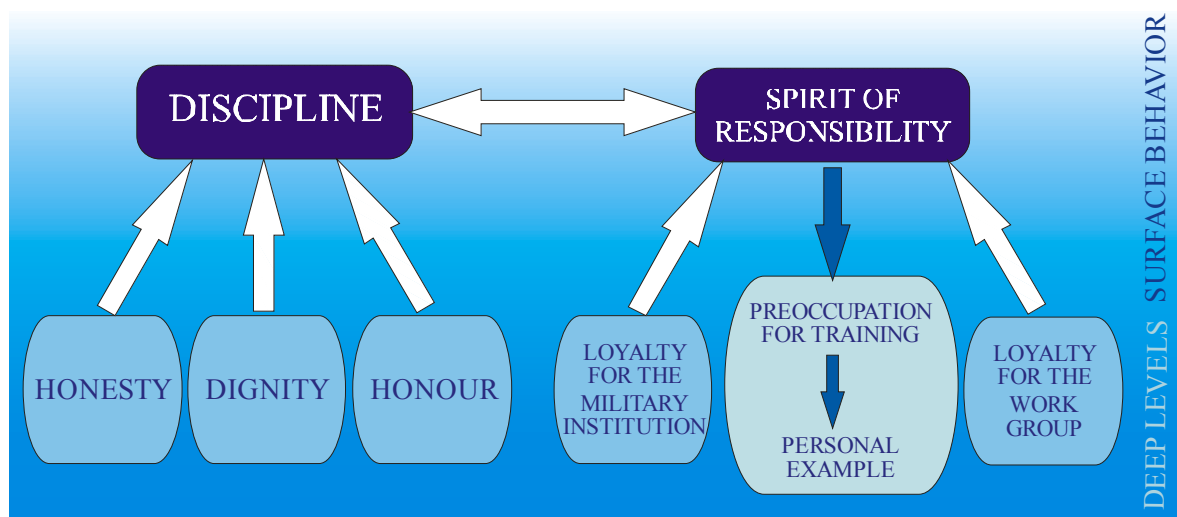

Fig. 1 Niculae's professional value system

Visibility is provided only for the surface level: discipline and spirit of responsibility. If the spirit of responsibility is one of the most significant characteristics of the Huntington model, discipline derives from a set of attitudes and values from levels of depth: honesty, dignity, honor. Unused by the inventory of professional values, honesty and dignity are found in the Rokeach table.

In a wide study realized in 2009-2010 (on 1.020 subjects), I investigated the ethno-psychological, professional, and communi-cational profile of military students (on a

sample of 1.020 subjects). In order to examine the ethnopsyhological profile, we may choose a WAY tool (a test *Who are you?*). The results of the test were pre-encoded based on M. Rokeach's table of values [6]. The professional profile of military students, as well as the ethnic profile was outlined by investigating values, interests and attitudes. To emphasize that point I used the Work Value Inventory (WVI) tool (Donald E. Super), adapted for the Romanian population by Septimiu Chelcea [7]. In this case, we can use the results from the WAY test applied to build

the ethnic profile of military students in order to configure the "discipline" level.

Regarding "honesty", where we indexed all the variables in open responses that refer to honesty, incorruptibility, integrity, loyalty, probity, respectability, we raise a sensitive issue, interpreted as relation to hetero-image regarding the ethnic profile of the Romanian military.

In the professional profile, "honesty", located on top, is an indicator of the desire to achieve discipline in terms of the surface level of military value system, but it is not doubled by "dignity". Dignity comprises moral behavior, including relationships with superiors, and the score regarding the ethnic profile set it on mid-range classification ratings, with rank 20 (of 40). Also, dignity comprises "prestige", a value of rank VI (of 15) in Super inventory.

3. MILITARY STUDENTS' PROJECTED PROFESSIONAL PROFILE

Responsibility, seen as "obligation to be responsible of own actions, facing certain situations, according to well defined procedures" [8], includes, besides procedural dimensions, the concepts of "competence" and "power". From the perspective of the ethnic profile "responsibility" is a value of rank 3 as a mark of military environment, and "professional capacity", interpreted in the same scale, is a value of rank 8. In Super inventory, "responsibility" is replaced by a combination of values.

The "spirit of responsibility", a surface value in Niculae's model, is "fueled" from the deep levels by loyalty for the military institution and for the work group, in interdeterminance with "honour" that "feeds" the "spirit of discipline". However, the spirit of responsibility determines in depth a high level of preoccupation for training and personal example.

These values are in accordance with "achievement", "prestige", "management", "supervisory relationships", and "associates", identified and included in Super's Work Value Inventory (WVI). The students' average scores on WVI are presented in the next table:

Table 1 The students' average scores on Super's WVI

Rank	Work values	Scores
I	Way of life	13.40
II	Surroundings	12.92
III	Supervisory relationships	12.87
IV	Achievement	12.21
V	Economic return	12.14
VI	Prestige	12.09
VII	Altruism	11.92
VIII	Security	11.72
IX	Creativity	11.71
X	Independence	11.55
XI	Intelectual stimulation	11.31
XII	Management	11.15
XIII	Associates	10.26
XIV	Variety	10.25
XV	Aesthetics	9.81

We can observe that the "supervisory relationships" value reaches rank III, "achievement" - rank IV, "prestige" – rank VI, while "management" is a value of rank XII and "associates" a value of rank XIII. Before trying to find trends in outlining the professional profile of the military, let's review the results of a study conducted by the specialists of "Carol I" National Defense University [9], which aims at identifying the socio-occupational image of the Romanian officer among military pupils and students. The features of the officer's model (projected image) were: sociability and the spirit of cooperation, which were designed by the framework of citizen and educator competences [9], while the officer's image (current image) was characterized by attributes developed by a set of projected skills. Romanian officer is: disciplined (39%), intelligent (30%), courageous (28%), responsible (21%), patriotic (14%), perseverant (14%), sociable (10%) [9]. In other words, the current image of the officer is mainly characterized by features and mental skills (theoretical dimension) rather than by acquired capacity (practical dimension).

The officer's projected image is similar for the military pupils and students, but the features are not arranged in the same order: for military pupils: intellectual capacity - 67%,

accountability - 44%, management capacity - 44%, discipline - 43% and professional competence - 41%, respectively for military students: intellectual capacity - 67%, professional competence - 65%, management capacity - 58%, accountability - 45% and discipline - 40%. We can conclude that a new formative design ought to be based on leader, specialist and fighter skills.

Therefore, we observe differences between the military projection of self-image, the professional profile of the military student, and the projected image of Romanian officers. We can observe that the present image of officers described in terms of Niculae's and Huntington's system of military values is not similar to the present image of future officers, detailed in terms of Super's Work Value Inventory. We can define in our study, for involving a proper interpretation, the present image of the officers (*hetero-image*) and the present image of the future officers (*self-image*).

The major difference is determined by the fact that in the professional profile of military students the values "way of life" (Ist rank), "surroundings" (IInd rank) and "economic return" (Vth rank) are situated on top. These values indicate the tendency towards individualism, erosion of the corporateness, alienation, competition. They correspond to the tendency of Chelcea's study [7], regarding over-valuing of the importance of extrinsic work factors, a "perverse effect" of the post-revolution period, but are dissonant with a small scale projected study at the "Dimitrie Cantemir" High School College" from Breaza, inconclusive from the point of view of sampling [10].

According to this study (on the sample of 83 subjects), the first places in the ranking values were "way of life" (medium value, m = 4.64), "associates" (m = 4.61) and "altruism" (m = 4.41), while the last places were "aesthetic" (m = 3.36), "management" (m = 3.51) and the "variety" (m = 3.51). The long period of time until the integration of military pupils on the labor market and the high degree of security regarding the professional range in the military framework have caused the placement on the second half

of the hierarchy of values of the indicators "economic return" and "security". There are other indicators of the "individualization" trend, such as the high position (Ist rank) of "way of life", but the IInd rank of "associates" value looks differently at the age of puberty, in spite of the rank XIII in our study .

Another difference between present (hetero-) image of the officers and present (self-) image of the future officer (military students) is linked to the "management"/ "managerial capacity" indicator. If in the first case "managerial capacity" is a rank II value, in our study "management" is situated on the XIIth position from XIV possible positions. In other words, the officer projection is related to leadership, which is not sufficiently promoted.

4. CONCLUSIONS

The two professional profiles differ substantially. One of the indicators of this approach is the low valuation of the relational dimension. This indicator is based not only on the tendency towards individualization, alienation, and employment relationships in order to obtain major and immediate financial benefits, but it is also based on the lack of an appropriate design.

If from the ethnical perspective the Romanian military profile is coagulated around the relational/communicational dimension, in terms of the professional profile, the Romanian military avoids this dimension. The lack of communication competence of the graduate military model leads to an increased trend of individualization in a profession that requires corporateness. Moreover, despite the unstable balance, this profession gradually turning into an occupation in the competition between the institutional and the occupational model of armed forces [11].

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