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THE OPTIMIZATION OF THE PERFORMANCE INSIDE THE MILITARY GROUP

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Abstract: *At present the individual who belongs to the system is no more a product of the system, he is treated as an active member of the organization, with distinct personality, aptitudes, skills, needs, necessities and motivations. The hierarchy of the military functions or ranks generates the stimulative and competitive frame for individuals. The role-status system is precisely stated fulfilling all the conditions for the constant reproduction of the specific relations. The person's statute is acknowledged through the specific instructions by all the group's members and the formal relations are in conformity with these. The relationships between the members of the organization are different from those in the civilian life. It is tried the turning to the maximum account of the individual potentialities but also the forming of new ones through the person's integration in an educational system meant to provide for him the professional and personal development. The preferential relationships and the level of the group's cohesion are in a pressed interdependence and they influence the performance in the activity.*

Key words: *military group, cohesion, self-esteem, role, status, performance.*

1. INTRODUCTION

The approach to the military organizations focused mainly on its subsystems. Nowadays, the person who makes part of the military organization is treated as an active member of the organization with distinct personality, skills, abilities, needs and motivations. There is trying to be valued the person's individual potentialities but in the same time, there is trying also the formation of new ones by integrating the person into an educational system designed to assure both personal and professional development.

2. ASPECTS INVOLVED

The hierarchy or military grades generate a stimulating and competitive framework for individuals, other and different than the one of civil life. The contact with the rigors of military life is also made during the hours of training and after graduation. For each person is created an environment dominated especially by formal relations of military

organization. The working time is not enough, sometimes requiring additional work hours for them to solve tasks with maximum appreciation. In the framework of formal ties, informal collaboration is lacking. The group cohesion is higher as the formal and informal relations coincide, being an indispensable condition of appearance and action common rules accepted in the group.

Attitudes, representations that they have about each other, solidarity and sympathy play an essential part. The psycho-social climate of a military organization is a reference system for each individual that choices the behavior in the adaptation of exemplary conduct and the way in organizing.

The consent to cooperate is ultimately responsible for the smooth running of the organization, deciding about its dynamics.

In fact, group dynamics occurs in the context of constant interaction with external social environment and the natural environment.

As a basic core structure of the military, micro-groups (primary military collective - group, platoon) are those inside which there are placed all the relationships formal and informal that ensured immediate moral qualities and fighting ones.

As a consequence, it should be kept in mind that the soldier inside of the group is asked twice, on one hand the technical and business conditions and on the other hand, socially and psychologically, because of its interactions and relationships with other soldiers.

The affective relationships by attraction and by rejection that exist in the military group, are based on a series of personality traits of those involved which are not different much from those that arise in the civil life. We actually talk about the existing network of informal relationships in a small military group (platoon), the network that influence the degree of cohesion and group psychosocial climate. Affective relations of attraction and rejection are born on deep mutual knowledge and involve from the part of actors of these types of relationships a number of personality traits mentioned also in socio-metric test.

The persons involved in test who were chosen for leisure are characterized as being right-minded/equilibrated and self-controlled. The group relations are friendly and talkative, cheerful and humorous. Objectivity in assessment and organization of the activity appears as a mark placed on institutionalized environment of these interpersonal attraction.

In interpersonal perception self-esteem occurs quite rapidly, therefore they tend to classify others. As soon as people perceive a person tend to include in a category. Including him in a category is assigned certain characteristics that people know that each category has its representative.

Self-image fulfills an important role in a person's relationships with others and in the quality and efficiency of the activity they perform. Self-image greatly influences how the person really appreciates and qualifies his peers. More than this, specifics of an individual reaction in human relationships often reflect the opinion of himself. Any distortion either in sense of exaggeration in terms of quality or minimization has a negative impact on their relationships with others.

3. COHESION AND PERFORMANCE ASPECTS OF THE STUDY

In order to evaluate the relationship between performance and cohesion have used these tools:

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- Appreciation of military records and performance evaluation criteria in a military group.

- Perceived degree of cohesion of each member by grouped perceived cohesion index (I.C.G.P.) for each group member and group cohesion index that clarify the level of cohesion achieved by group during the intervention moment.

- Scheme socio-emotional relationships, through the preferred structure analysis enables to be observed relationships, attraction, rejection of members and to interfere in tangible, in order to increase cohesion.

The characteristics and personality traits of group members, the informal leaders in order to improve relations and increase the default level of interest of members, so the cohesion, are known and are emerging from psychological evaluation of the military activity in accordance with the existing methodologies used in military system .

The research done by psychologists on military cohesion in military groups, conclude that there are specific features informal leader agreed, and the low self-esteem is one of the causes of the rejection of individuals in the group.

They could test multiple, complex and diverse qualitative assessments based on the number of elections / rejections, subgroups that form, socio-metric status of the persons subjects that are part of a subgroup or another, the distance between them. Although a subject sends election to his colleagues with high socio-metric status has another meaning than another one who sends election to a colleague with a lower socio-metric status. We can assign a positive meaning to the leader or a negative position relative to the subgroup to which he belongs in the team. I gave to each category defined *a preferential power index* whose value decreases according with the falling relative index value of preferential status so that subjects in the first category allocate a power index equal to "+3" and the last category a power index equal to "-1".

Such a restriction was needed to give military rank and their correlation with the rank of semester evaluation sheets in order to measure the performance and then its relationship with group cohesion. Also it offers our focus attention to those individuals who have managed to polarize the most relevant sympathy as a number of members, occupied by this formal position of the group leaders, but also to those who have been rejected or indifferent group in order to optimize intra-group relations.

There are observed low values of cohesion index for group assignment criteria and leisure, part of the category of groups with low cohesion. The platoon cohesion index criterion leisure, being close to zero, the group describes, the cohesion, as a preferred maximum instability or a maximum preferred indifference.

The plan of psychological intervention led to increased group cohesion was developed in collaboration with the formal leader of the group. The plan aimed more joint leisure, assigned formal roles - like organizational, informal leaders participating in various

competitions on the theme applicative, military preparation for battle, which continued with sports competitions and outside.

4. CONCLUSIONS & ACKNOWLEDGMENT

Seeking to answer the initial question originally regarding the connection between military group cohesion and performance, we could give an affirmative answer. Between the two variables studied and operationalized, there is some influence, so even if you cannot determine each other but we can pit on each other. We notice a performance boost when cohesion increases. By comparative analysis of the two variables studied, the two moments test and posttest, each subject has evolved into professional results with a very significant percentage, and on the other grouped perceived cohesion index is much higher in each subject, as a fairly significant margin.

In the preferred structure of the group it was observed as those persons that were rejected had better results in work which makes us ask ourselves: is the phenomenon caused their motivation? We started from the idea that has not yet occurred to the negative leaders attempting to integrate them in groups.

We are attributing a significance value to the socio-metric intervention plan, which increased the cohesion of the military group studied. It was developed in collaboration with the formal leader of the group, aiming more joint leisure, assigning formal roles - like organizing, participating in various competitions with the theme applied-military training activities sports / military in the

training activities sports / military in preparation for battle, which continued with sports competitions and outside. There were introduced the participation in cultural activities and cultural common military. As a conclusion more formal involvement of the leader of the group leads to the growth of performance by increasing the cohesion of groups, both at the platoon and company level. These results can be influenced by other random variables, but without ignoring the role, we can conclude that hypothesis confirmation saying that the group studied more cohesive military led to improved performance by significant results exclude chance or randomness. There is a clear influence of cohesion on performance at least in the group studied. The knowing of the preferred structure of the group allows us to measure personality traits of leaders through psychological knowledge by specific instruments addressing their assimilation strategy group.

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