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THE FUTURE OFFICER PERSONAL QUALITIES IN THE MANAGERIAL COMPETENCE STRUCTURE

Modern socio-political conditions, the military conflict in the eastern part of Ukraine, the defense reform in the Armed Forces of Ukraine are the factors that determine the need for the quality formation of the future officers' managerial competence. The effectiveness of the unit in both regular and extreme conditions depends on managerial decisions, professional knowledge and skills, the authority and personal qualities of an officer. A graduate of a higher military educational institution must have a high level of the managerial competence to act effectively in rapidly changing conditions, quickly navigate the challenges that arise, predict the situation, make extraordinary decisions, be responsible for the subordinate staff.

An important component of the managerial competence structure of a future officer is personal qualities. As noted by Oleg Kokun, “military activity is characterized by personal responsibility of each individual for the performance of their functional duties, a high degree of intellectualization, increasing the role of the mental work, high requirements for personal and psychological characteristics of military servicemen, especially officers” [1, p. 170].

The survey was conducted in order to study the cadet's assessment of personal qualities which are necessary for the competent management of an officer. First-year cadets of the Military institute of armored forces of National

Technical University «Kharkiv Polytechnic Institute» were asked to answer several questions anonymously. The survey involved 78 cadets of the next specializations: “Combat service support” and “Weapons and military equipment”.

The first question of the survey (“What qualities should an officer with a high level of managerial competence must possess?”) provided an open answer. Respondents noted various qualities such as: responsibility, patriotism, persistence, determination, activeness, willpower, discipline, decency, justice, humanism, honesty, confidence, professionalism and many others. The answers of the cadets were grouped on semantic grounds and were determined by the percentage of one or another noted qualities group by the surveyed cadets:

- military-professional (72%)
- strong-willed (68%)
- patriotic (62%)
- communicative (59%)
- moral and ethical (56%)
- stress resistance (51%)
- intelligent (32%)
- self-development (18%).

Thus, among the personal qualities that an officer with a high level of the managerial competence should possess, the majority of respondents indicate military-professional and volitional qualities, and they also consider patriotic and communicative qualities to be highly significant. More than a half respondents mentioned stress resistance, moral and ethical qualities. The least mentioned qualities of self-development and intelligence may indicate a lack of their importance recognition.

One of the survey’s questions was aimed to determine the importance for the cadets of the leadership qualities for the managerial competence of an officer. The professor O. Romanovsky defines the manager-leader as a new generation of “the highest level leaders of all spheres of the life and society activity. They must be brought up, trained and prepared by the educational system, the whole society with a purposeful focus on the implementation of important and large-scale socially significant tasks. Such leaders are real leaders, who are not afraid to take responsibility in the most difficult situation, must be able to make decisions that provide a way out of any crisis and failure”. [2, p. 8].

The vast majority of respondents believe that leadership qualities are very important (51%) and important (26%) for the managerial competence of an officer. Only 23% of respondents are not sufficiently aware of the leadership importance for their future management.

In response to the question: “What qualities would you like to develop or improve in yourself for the successful implementation of management activities in the future?”, there were ten most frequently mentioned qualities such as:

demanding (56%), persistence (54%), willpower (49%), determination (49%), discipline (42%), stress resistance (39%), communicativeness (35%), calmness (32%), confidence (27%), energy (23%).

As follows, the survey depicted that the most important for the successful management of an officer, cadets consider military professionalism and volitional qualities. The vast majority (77%) are aware of the importance of leadership qualities. They want to develop, above the all mentioned qualities, demanding, persistence, willpower, determination, etc. The survey will help to improve the professional training of future officers.

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ОСОБЛИВОСТІ ЛІДЕРСЬКИХ ЯКОСТЕЙ СТУДЕНТІВ: ГЕНДЕРНИЙ АСПЕКТ

У сучасному науково-психологічному просторі неабиякий інтерес викликає тема гендерних відмінностей лідерства. Сьогодні нам відомо, що входження жінки до сфери управління відбувається досить складно. Це питання турбує науковців, тож, дехто вважає що виключно жінки від природи володіють набором якостей, використовуючи які, суспільство здатне вийти на новий, трансформаційний рівень розвитку, а дехто – залишається прихильниками створених поколіннями переконань що жінка, обираючи стежу управління(лідерства), лише втрачає таким чином свій образ жіночності, а посаду керівника має займати чоловік.

На сьогоднішній день гарно описує ситуацію із жіночим лідерством феномен “скляної стелі”. Метафора скляної стелі застосовується для того щоб описати ті невидимі бар’єри на шляху жінок до високих керівних посад, які жіноча спільнота не може подолати. В протипагу цій думці, приведемо фрагмент з новоствореної системи поглядів на це питання, яка підкреслює виключність жінок у подоланні труднощів в практиці лідера.