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To cite this article: Ihor Prykhodko, Janina Matsehora, Ivan Lipatov, Ihor Tovma & Ilona Kostikova (2019) Servicemen's Motivation in the National Guard of Ukraine: Transformation After the 'Revolution of Dignity', *The Journal of Slavic Military Studies*, 32:3, 347-366, DOI: [10.1080/13518046.2019.1645930](https://doi.org/10.1080/13518046.2019.1645930)

To link to this article: <https://doi.org/10.1080/13518046.2019.1645930>



Published online: 02 Oct 2019.



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Servicemen's Motivation in the National Guard of Ukraine: Transformation After the 'Revolution of Dignity'

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ABSTRACT

To determine the personal motivation of military personnel in the National Guard of Ukraine, which has been directly involved in Russia's ongoing 'hybrid war' against Ukraine for five years, two questionnaires were developed, the Student *t*-criterion and the cluster analysis. The mathematical processing of data was done using SPSS 17.0. The empirical study allowed to distinguish four main types of servicemen's motivation for professional activity: unformed, professional, compensatory, psycho-traumatized. For servicemen, motives of professional military dignity, self-improvement and professional liability are crucial. This article shows that officers are more motivated than contracted servicemen. The contracted servicemen's motivation is more superficial, less forceful. Among the real reasons for their dismissal from service, they point out the high level of fatigue and disappointments.

Introduction

The political events in Ukraine from November 2013 to February 2014, later called the 'Euromaidan' or the 'Revolution of Dignity', as well as the subsequent ongoing Russian 'hybrid war' against Ukraine, changed radically the lives of all Ukrainian citizens. The citizens' protest actions at the end of 2013, related to the refusal of the Ukrainian leadership to sign the Association Agreement with the European Union, were the trigger for a series of events that led to the annexation of Crimea by the Russian Federation and the partial power loss over the Donetsk and Luhansk regions as Ukrainian territories. It was also the beginning of warfare in the regions against the pro-Russian separatist forces.

At that time, there was a direct threat to the territorial integrity and independence of Ukraine. To protect Ukraine, the combat-ready forces of

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internal security and defense capable of withstanding external aggression and internal threats were required. However, at that time, there were not enough servicemen of the military forces of Ukraine who were able to withstand these challenges.

To protect the territorial integrity of Ukraine and to eliminate the armed conflict in collaboration with the Armed Forces of Ukraine, on 13 March 2014, the National Guard of Ukraine (NGU) was created. The NGU is a military structure with law enforcement functions, which is part of the system of the Ministry of Internal Affairs of Ukraine. The NGU was formed on the basis of the internal troops of the Ministry of Internal Affairs of Ukraine, which included the patriotic participants of Euromaidan, volunteers of the created territorial defense volunteer battalions such as 'Donbas', 'Azov', 'Dnipro-1', 'Peacekeeper', 'Kharkiv', and others. In 2013–2014 during the Euromaidan period, the internal troops of the Ministry of Internal Affairs of Ukraine performed the function of protecting public order and preventing and eliminating riots.

At that time, the personnel faced a problem: On the one hand, they had to carry out the commanders' order to disperse the demonstrators; on the other hand, they saw the injustice of the authorities toward their citizens. The results of our study as we were the witnesses of the events showed that 30 percent of military personnel felt anxiety and fear at different stages of Euromaidan.¹ The prolonged effect of stressors caused emotional stunning, and the servicemen began sometimes to lose 'reasonable care', which was provided by moderate anxiety. The defensive stunning of the emotional sphere led to a decrease in sympathy, the servicemen were outwardly perceived as indifferent. They looked like robots, it increased disagreements in the military team, led to misunderstandings in their families, and led partly to the negative attitude from the local population. Over 20 percent of servicemen after the events of Euromaidan felt apathy; they were unmotivated in the service.

However, the background showed the personnel's mental exhaustion immediately after these events. At the same time, the problem of protecting the territorial integrity of Ukraine arose at once (the annexation of Crimea, riots and separatist manifestations in the Donetsk region). We note that when the problem of fulfilling the task of countering Putin's 'little green men' in Crimea, establishing constitutional order in the Donbas region appeared, not all military personnel of the internal troops were ready to perform such a task. Then there was the task to create a new military structure with law enforcement functions as the National Guard of Ukraine.

The main purpose of the NGU is to fulfill the tasks of protecting and safeguarding the life, rights, freedoms, and legitimate citizens' interests, the society, and the state from criminal unlawful encroachments,

¹I. I. Prykhodko, O. S. Kolesnichenko, Y. V. Matsegora, I. V. Vorobyova, and O. O. Parkhomenko, 'Psykhologichnyi suprovod sluzhbovo-boiovoi diialnosti viiskovosluzhbovtiv Natsionalnoi hvardii Ukrainy v ekstremalnykh umovakh', *Chest i zakon — Honor and Law* 3 (2014) pp. 68–74.

protecting public safety, and order. In cooperation with law enforcement bodies, the NGU now participates in special operations to ensure state security, to protect the state border, and to stop the activities of illegal armed groups and terrorist and criminal organizations. In addition to these tasks, the main functions of the NGU are the protection of particularly important state facilities, nuclear installations, and special cargoes; the protection of diplomatic missions and consular offices of foreign states; and participation in restoring law and order in case of state power attack.

Servicemen of the National Guard of Ukraine (NGU) had a direct role in the combat actions that took place in the last four years in Eastern Ukraine. The situation in Ukraine from 2014 till now is not simple: ‘People across the country have responded by pulling together for the Support of the Ukrainian army fundraising drive’, Kathy Lally commented on the situation.² Unfortunately, some businessmen ‘decide that it is only right to take a little for one’s self’, as Charles K. Bartles mentions.³

‘Ukraine had been at peace for approximately twenty-three years during this round of independence for their country (there have been other rounds that were less enduring) and had needed no military during that time’, Maj. Michael Cohen writes.⁴ Nobody expected war:

The events of March 2014 shocked the world: Russian forces invaded Crimea, and Russia annexed the Donbas region of eastern Ukraine. Subsequently, the Russians employed hybrid tactics that included using conventional forces and Russian-sponsored separatists to destabilize eastern Ukraine (which is on the Russian border). In response, the Ukrainian government authorized antiterrorism operations in Donbas. To support Ukraine, the North Atlantic Treaty Organization (NATO) formed the NATO–Ukraine Commission (NUC). (US Army officers Nick Ducich, Nathan Minami, Ryan Riggan, and Jacob Austin)⁵

Taras Kuzio, as a leading international expert^{6,7,8} on contemporary Ukraine who has also served as Head of Mission of the NATO Information and Documentation Center in Kiev, wrote in 2015: ‘Ukraine dominated

²K. Lally, ‘Ukraine, Short on Military Budget, Starts Fundraising Drive’, *Washington Post* (19 April 2014), https://www.washingtonpost.com/world/europe/ukraine-short-on-military-budget-starts-fundraising-drive/2014/04/19/Oeba04d0-c7f6-11e3-8b9a-8e0977a24aeb_story.html (accessed 28 March 2019).

³Ch. K. Bartles, ‘Ethics, Military Corruption, and the Grey Zone’, *OE Watch* (2016).

⁴M. Cohen, ‘Ukraine’s Battle at Ilovaisk, August 2014: The Tyranny of Means’, *Military Review* (10 June 2016), [https://www.armyupress.army.mil/Journals/Military-Review/Online-Exclusive/2016-Online-Exclusive-Articles/Ukraines-Battle-at-Ilovaisk/\(accessed 15 February 2019\)](https://www.armyupress.army.mil/Journals/Military-Review/Online-Exclusive/2016-Online-Exclusive-Articles/Ukraines-Battle-at-Ilovaisk/(accessed%2015%20February%202019)).

⁵N. Ducich, N. Minami, R. Riggan, and J. Austin, ‘Transformative Staff Training in Ukraine’, *Military Review* (November–December 2016) pp. 44–51, https://www.armyupress.army.mil/Portals/7/military-review/Archives/English/MilitaryReview_20161231_art009.pdf (accessed 11 February 2019).

⁶T. Kuzio, *Putin’s War Against Ukraine: Revolution, Nationalism, and Crime* (CreateSpace Independent Publishing Platform 2017).

⁷T. Kuzio, *The Crimea: Europe’s Next Flashpoint?* (Washington, DC: The Jamestown Foundation 2010).

⁸T. Kuzio, *Ukraine-Crimea-Russia: Triangle of Conflict* (Stuttgart, Germany: Ibidem-Verlag 2007).

international headlines as the Euromaidan protests engulfed Ukraine in 2013–2014 and Russia invaded the Crimea and the Donbas, igniting a new Cold War'.⁹

Later, in 2018, he wrote:

The 2014 Russia–Ukraine conflict has transformed relations between Russia and the West into what many are calling a new cold war; ... the crisis has deep roots in Russia's inability to come to terms with an independent Ukrainian state, ... including the wide range of 'hybrid' tactics that Russia has deployed.¹⁰

James Sherr, as an internationally renowned and highly experienced expert on Ukraine and European security, supports European and world help to Ukraine: 'The European Union, the US and NATO should not confuse respect for Ukraine's sovereign right to choose its political course with indifference to the consequences both for Ukraine and European security'.¹¹ At the same time, he believes that 'only Ukrainians can change Ukraine, the West can only help',¹² and he stresses that 'it is time we stopped praising Ukraine for "exercising restraint"'.¹³

Dr. Pavel E. Felgenhauer, who comments regularly in local and international media¹⁴ on Russia's defense-related problems and publishes widely on Russian foreign and defense policies, military doctrine, arms trade, and the military-industrial complex, is sure that 'Putin's aim is to destroy Ukraine's independence [and] defeat [the] West'.¹⁵

He writes:

The battlefield is the Donbas. But it's not the source of the battle. The clashes come from the Russian supply of men and materiel. When the source dies out, the war will end The Russian strategic objective is to change the regime in Kyiv, to install in Kyiv such a regime and make constitutional changes to make this regime not integrate into European transatlantic institutions, including the European Union and NATO.¹⁶

⁹T. Kuzio, *Ukraine: Democratization, Corruption, and the New Russian Imperialism* (Santa Barbara, CA: Praeger 2015).

¹⁰T. Kuzio and P. D'Anieri, *The Sources of Russia's Great Power Politics: Ukraine and the Challenge to the European Order* (Bristol, UK: E-International Relations 2018), <https://www.e-ir.info/publication/the-sources-of-russias-great-power-politics-ukraine-and-the-challenge-to-the-european-order/> (accessed 13 January 2019).

¹¹J. Sherr, 'The Mortgaging of Ukraine's Independence', *Briefing Paper. Russian and Eurasia Programme* (August 2010) pp. 1–20, https://www.chathamhouse.org/sites/default/files/public/Research/Russia%20and%20Eurasia/bp0810_sherr.pdf (accessed 14 April 2019).

¹²J. Sherr, 'Only Ukrainians Can Change Ukraine, West Can Only Help', *Tyzhden.UA* (15 December 2017), <http://razumkov.org.ua/en/articles/only-ukrainians-can-change-ukraine-west-can-only-help> (accessed 6 March 2019).

¹³J. Sherr, 'It Is Time We Stopped Praising Ukraine for 'Exercising Restraint'', *KyivPost* (26 March 2014), <https://www.kyivpost.com/article/content/ukraine-politics/james-sherr-it-is-time-we-stopped-praising-ukraine-for-exercising-restraint-340991.html> (accessed 5 March 2019).

¹⁴P. Felgenhauer, 'Putin: Ukraine Is a Battlefield for the New World Order', *Eurasia Daily Monitor* 11 (121) (3 July 2014), <https://jamestown.org/program/putin-ukraine-is-a-battlefield-for-the-new-world-order/> (accessed 28 January 2019).

¹⁵P. Felgenhauer, 'Putin's Aim Is to Destroy Ukraine's Independence, Defeat West', *KyivPost* (25 January 2015), <https://www.kyivpost.com/article/content/war-against-ukraine/pavel-felgenhauer-putins-aim-is-to-destroy-ukraines-independence-defeat-west-378372.html> (accessed 1 April 2019).

¹⁶*Ibid.*

He now warns that ‘Moscow [is] increasingly ready for major military confrontation’.¹⁷

Serving in the National Guard of Ukraine, we can point out that Ukrainian National Guard servicemen are characterized by high intensity, tension, and rapid changes in the operational environment.¹⁸ The significance of the influence on the psyche of the personnel of combat stressors, ‘abilities to control wartime violence, including violence against civilians’ (as Amelia Hoover Green mentions);¹⁹ ‘mechanisms of socialization’ (as Scott Gates states),²⁰ and the possible development of the effects of the traumatic events and ‘changes in the conflict environment and levels of civilian victimization’ (as Reed M. Wood, Jacob D. Kathman, and Stephen E. Gent write)²¹ are determined by their individual psychological characteristics, personality traits, and ‘network disruptions and violence in civil conflict’ (as Anita R. Gohdes observes.)²² Moreover, the level of psychological and professional training needed to participate in combat actions, as well as the nature and level of motivation for professional activity, play an important role.²³

Therefore, the definition of the typology and specifics of military personnel motivation help to explain the internal psychological mechanisms that will improve service and combat activity (SCA), increase resistance to combat stress, show ‘the limits of socialization and the underproduction of military violence’, as Devorah Manekin concludes,²⁴ and maintain a high level of psychological safety of personnel.

Motivation is considered one of the main concepts used to explain the driving forces of behavior and activity of a personality. Thus, the issue of motivating a person to choose a military profession is often viewed by foreign researchers as an army model, which corresponds to the institutional

¹⁷P. Felgenhauer, ‘Moscow Increasingly Ready for Major Military Confrontation’, *Eurasia Daily Monitor* 16(40) (21 March 2019), <https://jamestown.org/program/moscow-increasingly-ready-for-major-military-confrontation/> (accessed 20 January 2019).

¹⁸I. Prykhodko, ‘Psykhologichni osoblyvosti sluzhbovo-boiovoi diialnosti viiskovosluzhbovtiv Natsionalnoi hvardii Ukrainy pry provedenni antyterorystychnoi operatsii’, *Visnyk Kyivskoho natsionalnoho universytetu im. T. Shevchenka. Viiskovo-spetsialni nauky* 2(33) (2015) pp. 35–39, http://books.ndcnangu.co.ua/statti_NDL_3/prihodko_vnush_2015_2.pdf (accessed 18 February 2019).

¹⁹A. H. Green, ‘The Commander’s Dilemma: Creating and Controlling Armed Group Violence’, *Journal of Peace Research* 53(5) (2016) pp. 619–632, <https://doi.org/10.1177/0022343316653645> (accessed 10 April 2019).

²⁰S. Gates, ‘Membership Matters: Coerced Recruits and Rebel Allegiance’, *Journal of Peace Research* 54(5) (2017) pp. 674–686, <https://doi.org/10.1177/0022343317722700> (accessed 12 March 2019).

²¹R. M. Wood, J. D. Kathman, and S. E. Gent, ‘Armed Intervention and Civilian Victimization in Intrastate Conflicts’, *Journal of Peace Research* 49(5) (2012) pp. 647–660, <https://doi.org/10.1177/0022343312449032> (accessed 14 January 2019).

²²A. R. Gohdes, ‘Pulling the Plug: Network Disruptions and Violence in Civil Conflict’, *Journal of Peace Research* 52(5) (2015) pp. 352–367, <https://doi.org/10.1177/0022343314551398> (accessed 15 April 2019).

²³K. O. Kravchenko, O. V. Timchenko, and Yu. M. Shirobokov, *Sotsialno-psykhologichni determinanty vynyknennia boiovoho stresu u viiskovosluzhbovtiv — uchasnykiv antyterorystychnoi operatsii* (Kharkiv: NUTsZU, FOP Mezina V. V. 2017), <http://repositc.nuczu.edu.ua/handle/123456789/4026> (accessed 10 March 2019).

²⁴D. Manekin, ‘The Limits of Socialization and the Underproduction of Military Violence: Evidence From the IDF’, *Journal of Peace Research* 54(5) (2017) pp. 606–619, <https://doi.org/10.1177/0022343317713558> (accessed 5 January 2019).

and pragmatic types of motivation for joining and continuing military service.

J. Griffith refers to the institutional type of such internal motives: patriotism, the desire to test oneself, and the desire to be useful to the country and to society.²⁵ The pragmatic motivation for joining the military service is the attitude about the Army as an employer in the labor market that makes an attractive offer. The authors believe that institutional motivation is preferable to a pragmatic one, as servicemen with such motivation serve in the Army much longer.

Y. Yi-Ming notes that since the 1990s military tasks have moved from large-scale military conflicts to low-intensity conflicts and peacekeeping missions, which made significant changes in personnel training, values, and orientation.²⁶ Yi-Ming determines that new values are self-realization, satisfaction from service, and mutual respect. However, he concludes that the army cannot and should not be built in accordance with the pragmatic model of military service as a job (occupation model). Moreover, servicemen may share institutional and pragmatic values at the same time — that is, there must be a mixed type of motivation.

The research of P. Bury, who studied the scope of motivations in servicemen of the British Army reserves, showed that soldiers joined military service for institutional motives, were prepared for a longer service time, and were mobilized from the reserve by inner motivations.²⁷ Soldiers with a pragmatic motivation were less satisfied with the terms of military service and joined the service for reasons just of favourable contracts.

T. D. Woodruff has come to similar conclusions, claiming that personal motives (altruistic service and personal development) create a stronger connectivity with the Army and military values than exterior motives such as salary, obtaining experience for future work, financing education, etc.²⁸

Norwegian experts have shown that institutional and pragmatic motivations can coexist, and a serviceman who is interested in wages, in military and material support, is not necessarily a bad soldier.²⁹ These authors point

²⁵J. Griffith, 'Institutional Motives for Serving in the US Army National Guard: Implications for Recruitment, Retention, and Readiness', *Armed Forces & Society* 34 (2008) pp. 230–258, <http://journals.sagepub.com/doi/abs/10.1177/0095327X06293864> (accessed 15 March 2019).

²⁶Yu. Yi-Ming, 'Analyzing the Value Types and Factors That Influence Military Cadets in Taiwan to Determine the Appropriate Candidate', *Armed Forces & Society* 41(4) (2015) pp. 714–733, <http://journals.sagepub.com/doi/abs/10.1177/0095327X14527947> (accessed 13 March 2019).

²⁷P. Bury, 'Recruitment and Retention in the British Army Reserve Logistics Units', *Armed Forces & Society* 43(4) (2017) pp. 608–631, <https://researchportal.bath.ac.uk/en/publications/recruitment-and-retention-in-british-army-reserve-logistics-units> (accessed 19 March 2019).

²⁸T. D. Woodruff, 'Who Should The Military Recruit? The Effects of Institutional, Occupational, and Self-Enhancement Enlistment Motives on Soldier Identification and Behavior', *Armed Forces & Society* 43(4) (2017) pp. 579–607, <http://journals.sagepub.com/doi/abs/10.1177/0095327X17695360> (accessed 16 March 2019).

²⁹R. B. Johansen, J. C. Laberg, and M. Martinussen, 'Military Identity as Predictor of Perceived Military Competence and Skills', *Armed Forces & Society* 40(3) (2014) pp. 521–543, <http://journals.sagepub.com/doi/abs/10.1177/0095327X13478405> (accessed 6 April 2019).

out that it is hard to support idealistic ideas about military service under the conditions of carrying out international missions outside of the native country, but the loyalty to traditional military ideals is the best motivator for service and the effectiveness of a military organization.

The study of various aspects of the servicemen's motivation to extreme activity was also made in our previous research.³⁰ The results of our previous research made it possible to determine that the psychological characteristics of providing military actions by the military personnel of the NGU are a great risk of life and health of the personnel, connected to the high intensity of the military operations, the physical and psychological danger for the military personnel because of the negative impact of the conditions of service and combat activities, operationally right decisions and possible criminal liability for their negative consequences. Examples include a IL-76 airplane shot down near Lugansk, the battle at Ilovaisk, warfare under Debalcevo etc., and the suddenness of the constant change of operational situations, combat operations in bad weather conditions, and others.

Describing the servicemen who participated in combat during the anti-terrorism operations, it should be noted that, in addition to the contracted personnel, a large number of people from the army reserve, as well as mobilized people, were called up to NGU. These two categories of military personnel were called up through the regional military commissariats. Before being called up for contracted military service to the NGU, a compulsory in-depth psychological study is usually conducted in the centers of psychiatric care and professional psycho-physiological centers of the departments of the Ministry of Internal Affairs of Ukraine in the different regions, but unfortunately this was not conducted. At medical commissions, only psychiatric, not psychological disorders to candidates for service were revealed by psychiatrists were revealed to candidates for service.

Other Ukrainian researchers proved that for high-quality performance of service and combat tasks in extreme conditions, there is a need for a flexible and intensive mechanism for goal-setting and developed volitional qualities that will allow military personnel to create an operational plan for the implementation of personal motives, taking into consideration external (social and physical) conditions and personal psychological resources.^{31,32}

³⁰I. Prykhodko, 'Osoblyvosti motyvatsiino-volovoho komponenta psykhologichnoi bezpeky osobystosti u viiskovosluzhbovtziv z riznym sotsialno-profesiinym statusom', *Visnyk Natsionalnoho universytetu oborony Ukrainy* 6(43) (2014) pp. 345–350, http://books.ndcnangu.co.ua/statti_NDL_3/prihodko_vnuou_2014_6.pdf (accessed 19 March 2019).

³¹V. I. Osiodlo, *Psykhologiiia profesiinoho stanovlennia ofitsera* (Kyiv: PP Zoloti vorota 2012).

³²O. P. Kovalchuk, 'Osoblyvosti proiavu sponukalnoi skladovoi profesiinovi diialnosti viiskovosluzhbovtziv, yaki berut uchast v antyterrorystychnoi operatsii', *Problemy suchasnoi psykhologii: Zbirnyk naukovykh prats Kamianets-Podilskoho natsionalnoho universytetu, Instytutu psykhologii im. H.S. Kostiuka NAPN Ukrainy* 32 (2016) pp. 196–205, <http://problemps.kpnu.edu.ua/wp-content/uploads/sites/58/2016/12/32-17.pdf> (accessed 26 March 2019).

However, the motivation for service and combat missions of the former active participants in Euromaidan, the volunteer battalions of territorial defense ('Donbas', 'Azov'), which later became the part of the NGU, as well as former military personnel of internal troops, was completely different. Therefore, there was a subject to study its features among the military personnel of the NGU.

Objectives

The aim of this article is to study the specifics of motivation for military service in NGU servicemen of various categories. The research objectives are to empirically determine the motive typology of the NGU servicemen for SCA; to study the specifics of motivation and reasons for the dismissal of NGU personnel from military service; and to determine the main reasons for the dismissal of the NGU military personnel from military service.

Method

Participants

A total of 503 servicemen (125 junior officers and 378 contracted servicemen; age 21–35 years old) took part in the study. The study involved the military personnel of different types of military units. Military men of the military unit 0001 performed tasks for the protection of diplomatic missions and consulates in the territory of Ukraine; this is the only military unit to perform such a task, so we can talk about the general respondents' sample. Military unit 0002 is assigned to rapid response actions and special tasks. The respondents' number of military unit 0002 is a representative sample for this type and is comparable in number with military unit 0001. In addition, in our research the entire team of every military unit participated, we considered it unethical to exclude any military man in the research of military service motives.

It should be noted that professional activity motivation of military personnel of the former volunteer battalions of territorial defense, which entered structurally the NGU ('Donbas', 'Azov', etc.), is fundamentally different from other units of the NGU; in this study, their motivation has not been studied.

Instruments

For the development of the questionnaire to determine motivation characteristics, the expert assessment of military psychologists working with these categories of military personnel, as well as screening longitudinal motivation studies over the last 5 years, was used previously. This allowed forming

Table 1. Questionnaire for identifying motivational features of NGU servicemen for professional activities.

No.	Motives
1. Necessity in high wages, material rewards, and the desire to have a job with a good set of privileges and allowances, perspectives:	
1.1	High salary and payments in time
1.2	Privileges in payment for utilities
1.3	Compensation for the rent of accommodation
1.4	Providing a service accommodation (service apartments, hostels)
1.5	Extra payments for years of service, rank, grade
1.6	Providing meals (lunch) and money compensation for meals
1.7	Privileges in entering of children to universities (for the participants in combat actions)
1.8	Obtaining a land plot by the participants in combat actions, including for building a house
1.9	Benefits in mortgages for apartment (special programs for the participants in combat actions, in which part of the expenses is compensated by the state)
1.10	A serviceman signed the contract when he was at the mandatory service in order to improve the conditions of service
1.11	Comparatively high assured pensions
1.12	Access to sanatorium and health resort (rehabilitation), including for family
1.13	Expectation of financial and other assistance from non-state funds to combatants (annual or one-time payments and gifts)
1.14	Extra benefits from society (discounts in shops, banks, etc.)
1.15	After military service one can always find job in security structures that are of interest to hire personnel having military experience
1.16	The skills obtained at the military service give additional earning opportunities (to protect, influence others on rewards)
1.17	Joining military service on contractual basis allows for entry into higher military educational establishments on preferential terms
2. The need for a clear structuring of work, the availability of rules and guidelines that reduce uncertainty:	
2.1	Fully understand duties and how they should be performed, the existence of legislation that clearly fixes functions, rights and duties of a serviceman
2.2	The existence of a regulatory framework that clearly regulates the protection of the rights of a serviceman
2.3	'Role of an executor' — it is not necessary to invent what and how to do — commander is responsible and takes decisions for everything
2.4	Understandable rules of interaction with commanders and coworkers, there are effective mechanisms for their implementation (subordination and discipline)
2.5	Understandable system of punishment for deficiencies in the performance of tasks and violations of discipline (duties, retention of bonuses, allowances)
2.6	Clear timetable and duty overload, rotations in the combat zone
2.7	There is an opportunity to apply the acquired professional knowledge and skills in practice, to understand what is really needed and what can be ignored
2.8	Enough specific work — actual results of actions are seen
3. The need for social contacts, trust, close relationships, care:	
3.1	Joining military service to be together with comrades
3.2	After finishing a mandatory service joined service on a contractual basis to be together with comrades
3.3	Joined military service because there served a man who was of high respect and authority (who was respected and wanted to be followed)
3.4	I felt that in the National Guard of Ukraine, I would be surrounded by real people, real men
3.5	The extreme situations in which the NGU servicemen perform the combat and service tasks help people to prove themselves, show their true intentions, feelings, therefore you can easily understand who you can be friends with
3.6	Service brings people together; it is one of the few places where you can find friends for life whom you can really trust

(Continued)

Table 1. (Continued).

No.	Motives
3.7	Joined the military service under the contract, hoping that one would be at home more rarely because of difficult relationships with relatives
3.8	Joined military service because one has no relatives (friends), hoping that always would be among people
3.9	One feels caring for himself — the possibility of psychological rehabilitation, including in sanatorium, the opportunity to seek help from a psychologist, chaplain, commanders, and comrades
3.10	Serving in the unit, one was inspired by respect for the commander as a person who is worried about his personnel and able to lead people, so he decided to sign a contract and extend his service
3.11	Even in case of his death one can financially support his family (compensations, benefits)
3.12	In case of injury or wounding, one will receive guaranteed treatment and compensation
3.13	Girls like soldiers — physically developed and confident guys
3.14	I joined Army to avenge the death of a loved one
4. Incompatible or compelled choice of profession:	
4.1	I joined military service because my parents decided so
4.2	I joined service because we have a family tradition — military in several generations
4.3	Have acquaintance (friends, relatives) who have recommended (told about advantages) and helped to get a job at NGU
4.4	In our region, this is perhaps the only place where you can earn money (you have no other job or your salary is too low)
4.5	Did not have a chance to get on civil specialty (did not have civil specialty) and service contract did not require special education, as the NGU provides training during service
4.6	Signed the contract immediately after the mandatory service, because I was persuaded by the commander (could not refuse him)
4.7	Impacted by NGU advertising company
4.8	Did not have the opportunity to (did not want to) continue to live with parents, joined the army to get out of guardianship of parents
4.9	Lost apartment and job — went to the army, not to slip into homelessness
4.10	Went to the contracted service 'to teach a lesson' to my loved ones (parents, wife, girl)
5. The need for credibility, power, the desire to lead others:	
5.1	Just the fact of belonging to NGU raises the status, which allows you to feel confident in many situations, to assume leadership functions in situations of uncertainty (including in conflict communication)
5.2	Allows you to influence (including physically) on others within the law
5.3	I appreciate that nobody can ignore the remarks that a person in the uniform makes. The person in the uniform will always be listened to, his requirements will be taken into account
5.4	Appreciate sense of dominance over others
5.5	Few people dare to resist or to not obey the requirements of a person in the uniform
5.6	Strove to be the authority for their loved ones (children) and others
6. The need to conquer recognition by other people is that others valued his merits, achievements, successes; public recognition:	
6.1	Desire to be meaningful to others, so that you are respected, admired, followed
6.2	It is important that the people around respect that I risked life for country and its citizens, I deserve respect from them
6.3	It is important recognition of my achievements to the country, I am proud of my rewards and I am sure that all my benefits deserved
6.4	I tried to prove to myself and others that I am able to make responsible decisions and I can be relied on
7. The need to set for yourself bold, complex goals, romantic motives:	
7.1	The military service allows you to test yourself in a 'tough business', feel all the fullness of your strength of spirit and physical strength
7.2	Always feel the 'movement of life', constantly 'feel alive', active
7.3	The military service allows you to live true man's life, rather than simulate life as in Contre-Strike, World of Tank or paintball
7.4	Military service allows you to feel adrenaline from the risk, danger, 'rattle nerves'

(Continued)

Table 1. (Continued).

No.	Motives
7.5	Military service allows you to be a hero, not just as a boy, dream of feats or to be an 'armchair warrior'
7.6	When choosing a profession, I was inspired by the heroes of movies about war, detectives, and militants
7.7	For me it is important to feel the romance that the military service gives
7.8	Like the weapon, possession of it
7.9	Like the situation of confrontation, struggle, feeling of disobedience
7.10	After I have been in combat, I feel the need to go back to fighting again and again
8. Need for self-improvement (compensation for shortcomings)	
8.1	The service allows you to develop volitional qualities, endurance, physical strength, which allows you to feel confident, to have advantages over others
8.2	Military training allows you to fully control yourself, your body
8.3	Allows you to obtain special skills that raise the status among other men (shooting, knowledge of weapons, techniques, hand-to-hand combat, knowledge of tactics, survival in difficult conditions, etc.)
8.4	I think that the profession of a serviceman makes it possible to reveal myself as fully as possible to my qualities, allows my self-actualization
8.5	Owning a serviceman's profession is one of the steps in achieving my dream
8.6	I hope that I can atone my past 'sins'
9. The need for interesting, socially useful work and patriotic motives:	
9.1	It is important for me to defend my homeland
9.2	It is important for me to maintain the status of Ukraine, protect its dignity (I cannot allow the enemy to humiliate my country's honor)
9.3	It is important for me to constantly prove that Ukrainian fighters are able to withstand any enemy
9.4	It is important to me that my family and families of Ukrainian citizens feel protected
9.5	It is important to me that my death would not be useless
9.6	Since childhood I was fond of the military, I decided to start a military dynasty in our family
9.7	I was fascinated by Ukrainian military history, I am proud to be able to belong to it
9.8	I believe that the main task of any man is to protect the family and the country
9.9	I cannot allow the enemy to devastate my country, to govern on our lands
10. The desire to protect yourself:	
10.1	Hoped that the contracted service will help me to protect myself from the problems of aggressively minded enemies, collectors, etc.
10.2	Hoped that the contracted service would be help to escape from debt obligations (loans, alimony, etc.)
10.3	People in uniform are rarely subjected to fraudsters, thieves, manipulators, they are protected by the fact of belonging to the law enforcement system

blocks for studying the motivation features and their filling with actual motives. As a result, 10 blocks of motives and needs were formed, which combined 87 statements (see Table 1).

An 18-statement questionnaire was developed to determine the main reasons that precluded joining military service and the reasons for dismissal from the NGU.

Procedure

To determine the specific of the motivation and types of the motives of the NGU servicemen's profession and the possibility of its continuation, mathematical statistics were used, namely to determine the significance of the differences

between the comparative groups, i.e., Student's *t*-criterion and cluster analysis were used to group the variables for the purpose of further categorizing the motives. The mathematical processing of data was done using SPSS 17.0.

Results

Using cluster analysis for choosing motives of NGU servicemen to develop professional skills and the possible continuation of service identified four types of motivation: unformed (73%), professional (23%), compensatory (3%), psycho-traumatic (1%) (see Figure 1).

The basic reasons for dismissal from military service, as indicated by NGU servicemen, are presented in Table 2.

For representatives of the *unformed type of motivation* (73%), the weak differentiation and the motive power of motives or significant individualization are typical (there are some significant strong motives, but they are only partially related to professional activity). They do not show with one accord high rates for professionally significant motives. Describing them, we note that these are professionally passive and unambitious servicemen, who are uninterested in their professional development, the improvement of the organization of service, and interaction. They have few resources to deal with the stressful effects that arise when participating in combat actions. However, such a motivational structure makes it easier for representatives of this type to experience the slight frustrations of certain needs that arise in the course of day-to-day service. However, they will 'hold on to their places' until the conditions of service will not become completely unbearable. The only reason that can really force them to resign from the NGU is that they have little money. Among the positive moments of this motivational structure is the susceptibility to 'educational' influences.

For servicemen with a *professional type of motivation* (23%), their characteristic feature is a driving force of professional motives, which becomes the basis for their high professional activity. A formation of this type is the

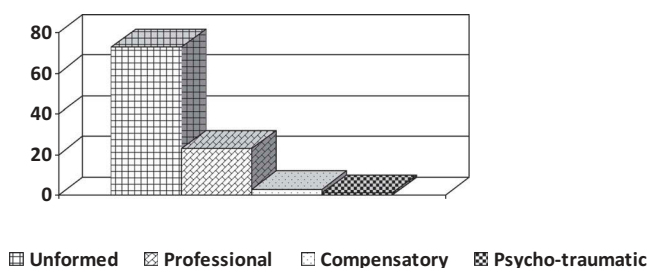


Figure 1. Types of motivation for choosing a profession of a serviceman of NGU and the possibility of its continuation (%).

Table 2. The main reasons for the dismissal of NGU servicemen from military service.

N	Reason for dismissal (maximum value is 5 points)	Groups of examined (M ± m)						Differences			
		Contracted servicemen			Officers			t _{1,1-1,2}	t _{2,1-2,2}	t _{1,1-2,1}	t _{1,2-2,2}
		Military unit 0001 (1.1)	Military unit 0002 (1.2)	Military unit 0001 (2.1)	Military unit 0002 (2.2)						
1	Location of a military unit is not at the place of residence of families	1.26 ± 1.18	1.36 ± 1.23	1.26 ± 1.29	1.27 ± 1.28	0.63	0.06	0.02	0.39		
2	Absence of own accommodation (hostel)	1.39 ± 1.27	1.44 ± 1.23	1.88 ± 1.27	1.67 ± 1.28	0.36	0.84	2.36*	1.06		
3	Long staying at the combat zone	0.58 ± 0.96	0.85 ± 1.07	0.72 ± 1.05	0.63 ± 0.77	2.14*	0.50	0.84	1.52		
4	High duty overload	2.19 ± 1.07	1.68 ± 1.22	1.52 ± 1.25	0.76 ± 0.86	3.5**	3.5**	3.3**	5.5**		
5	Lack of conditions for recovery after combat actions	0.87 ± 1.44	1.19 ± 1.15	0.86 ± 1.20	0.86 ± 1.02	1.99*	0.01	0.05	1.84		
6	Insufficient salary	2.31 ± 1.01	2.07 ± 2.42	2.06 ± 1.04	1.53 ± 1.25	1.01	2.30*	1.46	1.89		
7	Lack of legal security	1.33 ± 1.21	1.04 ± 1.15	0.98 ± 1.13	1.16 ± 1.10	1.96	0.79	1.83	0.61		
8	Fear of dying, remaining disabled, being captured	0.89 ± 1.05	0.74 ± 0.97	0.70 ± 0.86	0.71 ± 0.92	1.15	0.03	1.23	0.23		
9	Neglect, indifference of commanders	1.37 ± 1.15	1.79 ± 1.14	1.24 ± 1.15	1.41 ± 1.15	2.9**	0.75	0.69	1.96		
10	Professional incompetence of commanders	1.44 ± 1.20	1.74 ± 1.19	0.94 ± 1.15	1.24 ± 1.12	2.01*	1.30	2.6**	2.6**		
11	Disappointment by the military service	1.39 ± 1.16	1.29 ± 1.16	0.66 ± 0.98	0.63 ± 0.92	0.70	0.17	4.3**	3.9**		
12	Inadequacy of service expectations	1.86 ± 1.14	1.57 ± 1.09	1.68 ± 1.22	1.47 ± 1.16	2.10*	0.88	0.90	0.50		
13	Proposals for more highly paid civilian job	1.76 ± 1.21	1.70 ± 1.67	1.28 ± 1.26	1.14 ± 1.11	0.35	0.60	2.35*	2.57*		
14	Disappointment in politics and politicians	1.46 ± 1.23	1.72 ± 1.25	0.92 ± 1.18	1.08 ± 1.15	1.64	0.68	2.7**	3.2**		
15	Disappointment in servicemen	1.02 ± 1.09	1.34 ± 1.12	0.92 ± 1.10	0.98 ± 1.07	2.33*	0.28	0.56	1.98		
16	Tired of stress and tension	1.84 ± 1.16	1.28 ± 1.13	1.06 ± 1.27	0.59 ± 0.80	2.58*	2.22*	2.8**	4.4**		
17	The excessive activity of the Security Service of Ukraine, which in any actions sees espionage, treason	0.84 ± 1.02	0.81 ± 1.09	0.64 ± 1.10	0.49 ± 0.76	0.21	0.79	1.10	2.18*		
18	Unsafe families of combatants	0.85 ± 1.09	1.07 ± 1.10	0.56 ± 0.99	0.98 ± 1.09	1.59	2.02*	1.73	0.47		

p* ≤ .05, *p* ≤ .01.

result of intensive processes of professional socialization. For them, the primary motives are patriotic, the need for professional self-improvement, the organization of activities, and the need to set and achieve bold and complex goals. They are enthusiastic about military service and all the powers invested in their military duty. For them recognition and appreciation of the society of their service and combat activity are important; they will not tolerate neglect or indifference to the problems of their fellow men, and they have an active social position. Representatives of this type determine the following motives: 'motives of socially useful work and patriotic motives', 'the need for self-improvement, a clear organization of work', 'the need for stimulation, the desire to set complex risky goals.

In the second type of motivation of servicemen to professional activity, two sub-types can be distinguished, which differ in their family status. Thus, about 75 percent of the representatives of this type are young people who are more focused on interaction with comrades; for them it is important to have a military society, to receive (or to improve) professional military education, to be able to assert themselves (be meaningful to others, by those who are counted, who are respected by commanders), to be attractive to girls. They found themselves in this profession and for them at this time there are practically no unanimous reasons which would force them to resign from military service, although by virtue of their passion they acutely (strongly, emotionally, effectively) react to changes that frustrate their perceptions of the professional activity of a serviceman (for mismatches of professional tasks, professional training, professionalism of the leader, the replacement of the commander whom they respect).

The second sub-group (about 25 percent) of this type of motivation, despite being fond of military service, for them, besides all the aforementioned reasons, it is still a means of feeding their families. Therefore, for them the following reasons are important: the availability of housing; the level of salary; the possibility to get a land plot; the opportunity for their children to take advantage of benefits and to enter higher education institutions; service schedule. The lack of housing and the low level of salary are the most common reasons for this sub-type to resign from service.

We believe that the starting point for stimulating the further development of secondary, professional socialization, which translates the unformed type of motivation into a professional, is patriotic and material motivation. Gradually to these motives should be added others to complicate and professionalize the motivational sphere of servicemen: the motive of simple self-improvement translates into the motive of development of professional qualities; the motive of friendship — into the military brotherhood; the simple motive of the money supply is transformed into a more complex situation — obtaining money for grade, the military rank as a material equivalent of professionalism; the motive of recognition — in the motive of 'healthy' professional careerism; a clear and effective motive for protecting

one's country can be supplemented by the more professionalized motive 'to prove that Ukrainian fighters can withstand any enemy' (the motive for the professional merit of a serviceman), and so on.

For the representatives of the *compensatory type of motivation* (3 percent), military service has become a chance to return to their 'lost' life; in civilian life they lost their family, work, housing, or social status. This is the only type that does not put forward a defining patriotic motive or motive for socially useful work. They only seek to return to their 'lost' life — social status, respect for others, loved ones. They perceive the NGU as a new family. A romantic and superficial attitude to the profession is unlikely to allow them to continue their service for a long time; they seek change, new impressions, and not shocks. As a rule, they are incapable of prolonged monotonous volitional effort. However, their choice of profession can hardly be called conscious.

Servicemen with the *psycho-traumatic type of motivation* (1 percent) have a motivational structure that is distorted by psycho-trauma, obtained while participating in combat. In this group, a significant differentiation of the motivational sphere becomes clear, where a small number of motives become semantic, extraordinary, and others lose any meaning to a personality. Such persons are mentally and physically exhausted and believe that only they know the true meaning of life and how to live. They try to impose their opinions on others and become conflictive and intolerable in communication if their opinion is not shared, and they require public recognition of their merits to the Motherland.

The analysis of the obtained results showed that, regardless of the assignment of a military unit, the *officers are more motivated*, have a more differentiated and professionalized motivation than the servicemen under contract. For officers, motivation is most closely related to the level of semantic regulation, when the motives correspond to the meaning, and mission of the profession. For them the *motives of socially useful work and patriotism* are primary, including such professionalized complex motives of patriotism as motives of professional military dignity, professional self-improvement and responsibility. They have more advanced motives and achieve complex, risky goals; military brotherhood is important to them. Such semantic regulation makes them able to overcome difficulties and hardships in order to achieve the goal, independently solve most of the complications associated with the course of the service. It should be noted that material motives are not crucial for them when choosing a profession, but they become of paramount importance as a motivation that supports the desire to continue the service. It should be noted that the motivational sphere of officers of the military unit 0002 is focused on the present moment — it allows them to quickly mobilize and respond in accordance with the task.

The motivation of contracted servicemen is quite similar in structure. However, their professionalization is lighter and the motivational sphere is less incentivized. This leads to the fact that among the real reasons for resignation, they name not only traditional material problems, but also high levels of fatigue and disappointments that extends to all spheres of life and evolve in search of the perpetrators — disappointment in the military service; its logistical support; in military commanders, comrades, and politicians. Frustration is a derivative of both fatigue and dissatisfaction with material and domestic problems, as well as the result of certain expectations versus reality.

Discussion

Determined unformed and professional types of motivation of military personnel to professional activity (96 percent of respondents) are generally consistent with foreign and domestic research, according to which the main motives for joining the military are institutional and pragmatic.³³⁻³⁶

The determined compensatory type of motivation of servicemen is small (3 percent) but important for analysis. Thus, the life story of its representatives is to some extent instructive, because of this category, the broadcast of the view on NGU as a family for servicemen is taking place. Such life experience can become a beautiful 'myth', which will add romance (empathy, humanity, emotional color, and significance) to the military service, emotionally bond, and positively reinforce the choice made or encourage choosing the profession of a servant of persons who feel lonely and not entirely arranged in life (a certain category of servicemen of the mandatory service). Of course, compensatory motivation can help a young man draw attention to military service as one of the possible scenarios for building his own life, but this motivation is not sufficient and cannot be used separately or independently to make a military professional.

In addition, we should pay attention to the psycho-traumatic motivation. Although we found that only 1 percent of servicemen are of this type, we believe that this group is much larger. We should note that the meaning of their lives is narrowed to patriotic motives, but because of

³³J. Griffith, 'Institutional Motives for Serving in the US Army National Guard: Implications for Recruitment, Retention, and Readiness', *Armed Forces & Society* 34 (2008) pp. 230–258, <http://journals.sagepub.com/doi/abs/10.1177/0095327X06293864> (accessed 15 March 2019).

³⁴P. Bury, 'Recruitment and Retention in the British Army Reserve Logistics Units', *Armed Forces & Society* 43(4) (2017) pp. 608–631, <https://researchportal.bath.ac.uk/en/publications/recruitment-and-retention-in-british-army-reserve-logistics-units> (accessed 19 March 2019).

³⁵R. B. Johansen, J.C. Laberg, and M. Martinussen, 'Military Identity as Predictor of Perceived Military Competence and Skills', *Armed Forces & Society* 40(3) (2014) pp. 521–543, <http://journals.sagepub.com/doi/abs/10.1177/0095327X13478405> (accessed 6 April 2019).

³⁶V. I. Osiodlo, *Psykholohiia profesinoho stanovlennia ofitsera* (Kyiv: PP Zoloti vorota 2012).

their exhaustion, they have no strength or desire to continue to risk their lives or to show heroism or professional development; they ‘freeze’ in their professional development. Typically, these servicemen are released from service with a scandal, but they are not able to adapt to civilian life. They may frequently change jobs due to their conflict-habituated character, lose families, lose housing, become addicted to alcohol, end their lives through suicide, or commit violent offenses. Such psychologically traumatized combatants, because their behavior becomes ‘inadequate’, create a certain negative image of a participant in combat actions.

It is important for the continuation of service by servicemen (as motivators) the conditions in which it occurs, as well as the fact that they impede the qualitative performance of the assigned service and combat tasks. The reasons are connected to the ‘military change that has taken place in Ukraine since the conflict in the east began in 2014’,³⁷ ‘military and non-military means and measures ... of Russian armed force against Ukraine in 2014 and 2015’,³⁸ ‘violent and non-violent means ... Russian warfare from post-independence to after Ukraine’.³⁹

Thus, the officers in our research of both military units name the fewest number of reasons for dismissal than contracted servicemen. Among the most widespread identified are the following: lack of own housing/dormitory; insufficient salary; location of military unit not at the place of residence of families; high duty overload; the indifference of the military commanders to the problems of personnel; and mismatching expectations of military service. Servicemen under the contract of both military units name much more real reasons for dismissal: insufficient salary; disappointment in politics and politicians; professional incompetence of the military commanders; high workload; offer of high paid civilian work; the indifference of the military commanders to the destiny and problems of personnel; lack of own housing/dormitory; location of military unit is not at the place of residence of families; frustration in the military service, etc. They most easily perceive both the organization of the service and the structure of professional interaction. To them, the mismatch of expectations of military service is as pronounced as possible. Some reasons are connected with civilian attitude,⁴⁰ ‘pro-Russian’ civilian mood and new Russian generation warfare;⁴¹ the Ukrainian crisis in general;⁴² and ongoing warfare (Mykola Sunhurovskyi as a Russian expert writes about

³⁷D. Sanders, ‘The War We Want; The War That We Get: Ukraine’s Military Reform and the Conflict in the East’, *The Journal of Slavic Military Studies* 30(1) (2017) pp. 30–49, <http://doi.org/10.1080/13518046.2017.1271652> (accessed 19 February 2019).

³⁸F. Westerlund and J. Norberg, ‘Military Means for Non-Military Measures: The Russian Approach to the Use of Armed Force as Seen in Ukraine’, *The Journal of Slavic Military Studies* 29(4) (2016) pp. 576–601, <http://doi.org/10.1080/13518046.2016.1232560> (accessed 7 March 2019).

³⁹O. Jonsson and R. Seely, ‘Russian Full-Spectrum Conflict: An Appraisal After Ukraine’, *The Journal of Slavic Military Studies* 28(1) (2015) pp. 1–22, <http://doi.org/10.1080/13518046.2015.998118> (accessed 16 March 2019).

it),^{43,44,45,46} as well as disappointment of Ukrainian reforms (Andreas Umland, a political scientist, writes about them).⁴⁷

Thus, officers and servicemen under the contract of military unit 0002 are more psychologically prepared to participate in combat actions, but more often than others, accumulate the effect of combat stress factors while in extreme conditions. The servicemen's psychological health⁴⁸ and well-being are connected to warfare, 'preserving manpower and reducing the debilitating impact of psychiatric syndromes; ... the effects of treatment near the front lines are unclear, and the results of treatment for chronic postwar syndromes are mixed'.⁴⁹

In military unit 0002, the highest rates of motives associated with the development of post-traumatic stress development 'described chronic idiopathic symptoms, ... post-traumatic stress disorder'⁵⁰ and suicidal tendencies.⁵¹ Moreover, in this group the professional activity is a subject to strong algorithmizing, the actions become simplified and sharpened to automatism, although this is necessary and positive in the activity of these servicemen ('for the conflict in Ukraine ... in Donetsk and Luhansk' as T. Malyarenko and D. J. Galbreath stated).⁵² But eventually it becomes the basis for the development of professional deformation (there are situations, when their actions are stimulated, but not corresponded to the situation in general).

Conclusions

The empirical study of the specifics of the motivation of NGU servicemen for military service has determined four main motivational types (unformed,

⁴⁰R. Johns and G. A. M. Davies, 'Civilian Casualties and Public Support for Military Action: Experimental Evidence', *Journal of Conflict Resolution* (2017), <https://doi.org/10.1177/0022002717729733> (accessed 9 April 2019).

⁴¹Ch. K. Bartles, 'Recommendations for Intelligence Staff Concerning Russian New Generation Warfare', *Military Intelligence. Foreign Military Studies Office* (2017) pp. 10–17, <https://www.armyupress.army.mil/Portals/7/Hot%20Spots/Documents/Russia/Bartles-russian.pdf> (accessed 19 April 2019).

⁴²T. Parfitt, 'Ukraine Crisis: The Neo-Nazi Brigade Fighting Pro-Russian Separatists', *The Telegraph* (2014), <http://www.telegraph.co.uk/news/worldnews/Europe/ukraine/11025137/Ukraine-crisis-the-neo-Nazi-brigade-fighting-pro-Russian-separatists.html>. (accessed 3 May 2019).

⁴³M. Sunhurovskiy, *After Having Ukraine Surrounded, Putin Is Ready to 'Provoke' Himself* (2018), <http://razumkov.org.ua/en/comments/after-having-ukraine-surrounded-putin-is-ready-to-provoke-himself> (accessed 25 February 2019).

⁴⁴M. Sunhurovskiy, *Russia's Military Actions in the Azov Violate the Rules of International Relations* (2018), <http://razumkov.org.ua/en/comments/russias-military-actions-in-the-azov-violate-the-rules-of-international-relations> (accessed 23 January 2019).

⁴⁵M. Sunhurovskiy, *National Security Bill: Pros and Cons* (2018), <http://razumkov.org.ua/en/articles/national-security-bill-pros-and-cons> (accessed 19 January 2019).

⁴⁶M. Sunhurovskiy, *Peacekeepers Are Currently the Only Way for Ukraine to Get Donbas Back* (2018), <http://razumkov.org.ua/en/articles/peacekeepers-are-currently-the-only-way-for-ukraine-to-get-donbas-back> (accessed 29 March 2019).

⁴⁷A. Umland and A. Hartel, *Challenges and Implications of Ukraine's Current Transformation* (2016), <https://voxukraine.org/en/challenges-and-implications-of-ukraines-current-transformation-en/> (accessed 26 April 2019).

⁴⁸M. S. V. K. Raju, 'Psychiatric Ethics in War and Peace', *Industrial Psychiatry Journal* 22(1) (2013) pp. 71–76, <http://doi.org/10.4103/0972-6748.123637> (accessed 27 January 2019).

professional, compensatory, psycho-traumatic) and gives representations of each of their psychological characteristics.

Regardless of the purpose of a military unit, officers are more motivated than contracted servicemen and have a more differentiated and professionalized motivation that is closest to the level of semantic regulation while the motives of servicemen correspond to the meaning and mission of the profession. It is revealed that for them, the motives of socially useful work and patriotism are primary, including such professionalized complex motives of patriotism as motives of professional military dignity, professional self-improvement, and responsibility.

The contractual motivational sphere of contracted servicemen is more superficial and less forceful. This leads to the fact that, among the real reasons for their release, they point out not only the traditional material problems but also the high level of fatigue and disappointments that extend to all spheres of life and evolve in search of the perpetrators — disappointment in the military service, its logistic support, military command, comrades, and politicians.

In order to form and improve the motivation of the NGU servicemen for military service, it is necessary to carry out the following measures: 1) Really satisfy the material and social needs of a serviceman and his family, because if not solving the latter, it is impossible to formulate higher needs for self-realization and professional self-improvement; 2) To improve living conditions, increase the quantity of hostels and payment for renting an accommodation, register a serviceman in list for obtaining an apartment in time; 3) Payments for military rank and grade should be of such size that they really stimulate professional growth; 4) The commanders should constantly raise their own professional level, listen to the constructive thoughts of the subordinates, and then make a well-grounded decision without using an authoritarian style of leadership. For this purpose, it is expedient to carry out psychological trainings on team cohesion, trust, and communicative competence.

Conflict of interest

The authors of this article declare no conflict of interest.

⁴⁹H. Pols and S. Oak, 'War & Military Mental Health: The US Psychiatric Response in the 20th Century', *American Journal of Public Health* 97(12) (2007) pp. 2132–2142, <http://doi.org/10.2105/AJPH.2006.090910> (accessed 23 April 2019).

⁵⁰C. C. Engel, K. C. Hyams, and K. Scott, 'Managing Future Gulf War Syndromes: International Lessons and New Models of Care', *Philosophical Transactions of the Royal Society B: Biological Sciences* 361(1468) (2006) pp. 707–720, <http://doi.org/10.1098/rstb.2006.1829> (accessed 3 February 2019).

⁵¹H. Waitzkin and M. Noble, 'Caring for Active Duty Military Personnel in the Civilian Sector', *Social Medicine (Social Medicine Publication Group)* 4(1) (2009) pp. 56–69, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3041942/> (accessed 27 January 2019).

⁵²T. Malyarenko and D. J. Galbreath, 'Paramilitary Motivation in Ukraine: Beyond Integration and Abolition', *Southeast European and Black Sea Studies* 16(1) (2016) pp. 113–138, <http://doi.org/10.1080/14683857.2016.1148414> (accessed 26 April 2019).

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