

The Condition of Education at Staff of Conflictological Culture in the System of Internal Troops of the Ministry of Internal Affairs of Russia

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Abstract: Analysis of the scientific literature suggests that despite the significant steps to address Conflictological educate a person, the problem of formation of readiness of the future officer of internal troops of the Ministry of Internal Affairs of Russia, to the education of the subordinates of the personal education in science is not developed. There is no single approach to the definition of " Conflictological Culture" are not defined in the structural components and content of integrative education, not developed ways of its formation. In this article the condition of education at staff of conflictological culture in the system of internal troops of the Ministry of Internal Affairs of Russia is considered. The method of definition of the level of conflictological culture at subordinates has allowed drawing the conclusion that given integrative formation at staff is generated on a low level and consequently there is an imperative need in system of its education at military men. The concept of conflictological culture of the military man is considered.

Key words: Conflictological culture • Integrative personal formation • Levels of conflictological culture

INTRODUCTION

The modern science has rich volume of knowledge in the field of conflictology and also many researches are devoted studying of conflicts among military men [1]. The analysis of psychology-pedagogical literature has shown that the question of methods, forms and technologies of education of conflictological culture is insufficiently solved nowadays [2, 3].

The Main Part: Practice of education of staff needs scientific researches in the given direction because not authorised mutual relations in divisions and parts get forms of the extremely cruel relations between military men as a result of not resolved conflicts: mockeries, causing of heavy harm to health take place. There are cases of interpersonal conflicts of national character. Threats, moral pressure, withdrawal of money from the monetary maintenance, compulsion for payment using mobile phones, etc. All these are the reasons of the conflicts arising in collectives of military men. Our research shows that a problem of education at staff of conflictological culture is not reinterpreted by officers

in a due measure in the conditions of the complicated social and educational situation [4, 5].

The process of formation at military men of conflictological culture is characterised by spontaneity. Officers underestimate moral character of the given personal formation. As a rule, in formation of conflictological culture unilateral not productive forms and methods of pedagogical influence prevail. Frequently education is dictated by a situation and more often is connected with disputed displays in behaviour of separate military men. Officers react to lacks of moral development of subordinates, i.e. react to conflict situations, basically, after they were already showed in the environment of staff [6].

The spent questioning has shown that more than 70 % of the interrogated officers admit that they have difficulties in education at subordinates of conflictological culture; the education of the given personal formation at military men satisfies only 12 % of the officers.

The officers feebleness in the course of education of the given integrative formations at subordinates is explained that in the course of preparation of experts of Institute of the Ministry of Internal Affairs of Russia this

Table 1: The diagnostic program of studying of the level of conflictological culture of the military man.

Readiness levels of conflictological culture	Indicators of structural components of conflictological culture as integrative personal formation		
	Cognitive component	Emotional component	Behavioural component
1.Primitive	Absence of psychology- pedagogical knowledge of the conflict nature, its dynamics, structure, effective methods of permissions of conflicting situations. Identification a conflict with struggle, quarrel.	The lowest level of empathy, absence of empathic channels. Propensity to express the emotions, without caring of feelings of associates. In the cases of the long conflict occurrence depressive conditions.	Aspiration to widening and aggravation of the conflict. Low culture of relations. Absence of ability to stop escalation of intensity.
2.Formal	Formal character of judgments about the conflict and constructive interpersonal dialogue, characterised by rupture between judgments and behaviour. Low level of psychology-pedagogical knowledge of the conflict and ways of the permission of conflict situations. The deformed perception of a conflict situation.	Condition of mental pressure and aggression in relation to the opponent determine disputed interaction. Intolerance to another's opinion. Unmotivated resentment. Absence of requirement «to observe sovereignty» of personal space of people.	Unavailability of practical skills and abilities to warn and resolve the conflict. Poorly developed ability to realize actions. Attempt to involve in the conflict of other participants.
3.Observance of neutrality	The preference to avoid conflicts. Belief in necessity of carrying out "policy of non-interference".	Ability to operate the emotional condition in predisputed and disputed situations carries situational character. Regulation of emotional excitation causes defined social environment. Tolerance to people who impose.	Propensity to occupy in the conflict passive position. The aspiration to leave from the decision of thorny questions to make a compromise. Low frequency of disputed interactions.
4.Adequate	The complete system of representations about conflict nature, to its structure and dynamics promotes the objective estimation of conflict situations, but does not provide forecasting of conflict development and its possible consequences.	Self-control promotes qualitative interpersonal mutual relations. Practical skills and abilities to prevent and structurally to resolve the conflict are generated but have the unsystematic	character. Inconsistency in behaviour, tendency to leave from thorny questions.
5.Optimal	Representation about conflict as about the factor of personal and public developments. Presence of psychology- pedagogical knowledge of the conflict nature, its dynamics, structure, effective	The system of knowledge allows forecasting the development of the conflict and its possible consequences, provides fast acceptance of correct decisions.methods of permissions of conflicting situations. Ability to operate the emotional condition in predisputed and disputed situations. Self-control in the cases of long conflicts or loss in it. The depressive condition does not threaten.	Psychologically correct behaviour in the conflict. Concentration of efforts to the constructive permission of the conflict. The argument and civilised polemic in the dispute. Aversion of the influences, contradicting personal installations.

problem is paid the extremely insignificant attention therefore the future officer deeply does not comprehend essence of the given personal formation, does not master technology of education of conflictological culture and does not seize structurally-organising abilities on its formation.

Conflictological culture as integrative personal formation is considered by us as a combination of cognitive, emotional and behavioral components which substantial characteristics give the grounds for definition of the following levels: primitive, formal, neutral, adequate and optimum. The diagnostic program developed by us has allowed concretising its indicators in sphere of interpersonal mutual relations [7].

The criterion of the definition of the level of conflictological culture is the existence of structure as the integrative psychological formation which components are cognitive, emotional and strong-willed (behavioural component) (Table. 1) [8].

For measurement of indicators of structural components of corresponding levels conflictological culture we used the following diagnostic techniques:

- Thematic apperceptive test;
- The questionnaire of definition of level of conflictological culture;
- The questionnaire on revealing of an emotional condition;
- The test for definition of level of skill to communicate of the person (diagnostics of communicative qualities of V.F. Rjahovsky);
- Sociometric research.

For diagnostics of deep motivational formations and also definitions of factor of moral orientation to the person we used thematic apperceptive test. The military men (sample of 60 persons) were showed a series of cards of situational type [9].

The situation attributes were minimised, so drawing reminds the pictogramme which is not supposing unequivocal interpretation. The examinee in each interpretation put the knowledge, the individual experience, the way of action and the estimations, i.e. in answers features of the person were reflected. Conducting research, it was declared that degree of

imagination is checked or exercise in ability to finish in imagination not finished is made. Pictures were shown within 5-7 seconds, then examinees made on them stories, being guided by following questions: 1) What is happening now? 2) Why this situation has happened? 3) What will happen? 4) What do the drawn persons feel? 5) What do they think? The story was made up within one minute. Processing of the received data was as follows. All answers were divided into three groups: «desire of good», «predisposition to harm», «absence of relations» (the inability or unwillingness to see the relation was also an essential indicator). The following results have been revealed: «desire of good»-87, predisposition to harm»-203 and «absence of the relation»-81 answers. The factor of moral orientation to the person was counted according to the formula: $F_{m.or} = \frac{Q}{Q_{max}} \times 100\%$ ax where Q-the quantity of moral focused answers (in moral focused answers is expressed readiness of the military man to render the active help to the person), Q_{max} - quantity of pictures-the plots, increased by quantity of military men. $F_{m.or} = \frac{87}{480} \times 100\% = 18,125$ The received factor of moral orientation to the person has happened low.

The thematic apperceptive test has allowed us to reveal emotional and behavioural components of readiness of conflictological culture at soldiers and sergeants of involuntary service. The results correspond to "primitive" level.

For level specification of readiness the emotional component of the given integrative formations we used questioning. Answers of respondents have been divided into three blocks: the first block-the answers focused on display of tolerance, self-control, aspiration to a constructive exit from conflict situations; the second block - intolerance to another's opinion; emotions and the feelings characterised by irritability; depressions; the third - indifference to an event). The results are the following: 29 % of answers-I block, 48 %-II and 23 %-III. The obtained data has confirmed that the emotional component of the relation corresponds to "primitive" level of conflictological culture.

The cognitive component of readiness of conflictological culture at military men has been defined by means of questioning and interviewing which have allowed revealing presence of knowledge on this problem. The research has shown that soldiers consider

the conflict only as the destructive phenomenon which is identified with an antagonism. Military men do not have representation about the conflict nature, dynamics, structure and ways of its constructive permission. Soldiers could not explain the concept of «conflictological culture». The cognitive component of the relation also corresponds to "primitive" level of conflictological culture [10].

The test for definition of level of skill to communicate of the person (diagnostics of communicative qualities of V.F. Rjahovsky) has revealed "primitive" level of behavioural and emotional components of conflictological culture.

Using sociometric research we have defined structure and dynamics of intragroup relations; a group level of development; unity degree-dissociation of group; features of a socially-psychological climate of group; the reasons and motive forces of conflicts (intergroup and intragroup, interpersonal and personal-group); "status" (intragroup authoritativeness) members of group; the informal leaders deserving promotion in official heads, informal groupings and etc.) and also to define a level of development of a behavioural component of conflictological culture of military men.

Sociogram has allowed tracing intergroup and interpersonal mutual relations among soldiers and sergeants of involuntary service. According to the results of sociometric researches the factor of unity collective with the help of formula $KV = \left(\frac{V}{R}\right) \times 100\%$, $KV = \left(\frac{12}{49}\right) \times 100\% = 24\%$ where V -mutual number of elections has been defined; R -total number of elections. The given factor has appeared very low and corresponds to a "primitive" level of development of conflictological culture.

CONCLUSION

Thus, the conducted research has revealed that conflictological culture at soldiers and sergeants of involuntary service of a battalion of maintenance of educational process of military institute of the Ministry of Internal Affairs of Russia is at "primitive" level. The given indicator testifies that there is an imperative need in system engineering of education of the given personal formation at military men and its realisation in internal troops of the Ministry of Internal Affairs of Russia.

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