MAIN MOTIVATIONAL SCIENTISTS FOR THE SELECTION OF THE MILITARY PROFESSION
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Abstract: Choosing a profession has always been difficult for most of young people. When choosing a profession, most of them follow the dream of a future good realization.

The aim of the article is to outline their main motivating incentives in choosing the military profession as their professional perspective. In clarifying this objective, the main task was to outline the basic material and non-material incentives associated with the military profession.

Keywords: PROFESSION, ARMY, MOTIVATION, WORK, FACTORS DMLS, LASER SINTERING, 3D PRINTING, MICROSTRUCTURE

1. Introduction

"Peace is not only better than war, but it is also much more difficult."
George Bernard Shaw

The military profession has always been one of the toughest today and in the past. In our history, when we talk about decent Bulgarians, there are a lot in different professions, but perhaps the most in the field of defence. Historically, the names of General Vazov, Boris Drangov, Spisarevski and many others remain. These people were also the pioneers of the Bulgarian spirit, for whom the Motherland, honour and dignity were leading in their lifestyle. They are examples and inspiration for many young people engaged in the military profession. As well as in the past and now, from the professionalism of the Bulgarian army depends on the protection of the territory of our country, the protection of the nation and the future of our country. Only in peace can we have peace of prosperity and security. From defending and guaranteeing peace, we can have economically prosper in the country and successfully work in all areas and in most economic sectors. Currently, "over 20% of the army positions are vacant and the real number is below the critical minimum of 20000 people, with vacancies 5,500. Free sergeants' positions are 12%, for officers' candidates 18,2% and for officers 19,67%. "And our army is 60th in the world for 2018 in the PowerIndex ranking of the specialized edition Globalfirepower. In the ranking, Bulgaria ranks after Finland, Chile and Hungary and is before Austria, Slovakia and Portugal. The ranking is created after analyzing a total of 136 armies with 55 indicators. The most powerful is the US Army, followed by Russia and China. Americans have 2 million troops, including those in the stock. Also, the army has 13,000 aircraft, about 6,000 tanks, and has a budget of $ 647 billion, which for the next year is increased to 716 billion dollars. The second-ever Russian army has a budget of $ 47 billion dollars. It has 3.5 million troops, about 4,000 aircraft and over 20,000 tanks. The Chinese Army, ranked third, has 2.7 million troops, 3 thousand airplanes and 7,700 tanks."[1] Still, Bulgaria is a small country and we can hardly reach these parameters, but we still rely on quality human resources and invest in human capital is important because the military profession is related to the protection of the sovereignty of the country. These statistics for our country are a consequence of the various social and political changes over the last thirty years. They were born because of alliance change and transition from membership in the Warsaw Pact of Bulgaria to belonging to NATO's military-political organization. In 2007 our country became a member of the European Union. With these changes and the new tasks of the army reduced in the past in the 1990s, the so-called "professionalisation" of the Bulgarian army began.

With regard to the types of troops, we differ, and basic professions are targeted at land troops, air forces, anti-air defence troops and naval forces. In more detail, they include:

• Ground-arm troops: motorized, missile, artillery, tank, anti-air defence troops, etc.
• The Air Force is divided into aviation generations: fighter, fighter-bomber, bombardment, reconnaissance, etc.
• Air Defence Forces have artillery and antiaircraft, fighter, radio, and other kind troops
• The navy has the following types: surface ships, submarines, shore rockets and artillery, aviation, and more.

This heterogeneity of the directions in choosing a military profession also requires certain qualities associated with available physical and psychological parameters of personality growth. The main incentive mechanisms are basically two-material and intangible.

Material incentives include:
• Good pay;
• Providing office accommodation
• Early retirement
• Social compensation
• Working conditions and rest

Non-material incentives include:
• Public recognition
• Improvement of qualifications and growth
• Additional leave
• Qualification courses

Salvation in the army to the present moment is not particularly good, and this is one of the leading motives for the outflow of the profession. "The basis for determining the amount of the basic monthly salary for the lowest position of the military and other employees in the security sector remains in the next year 380 lv. This is clear from the published draft state budget for 2019. There will not be a serious change in the amount of military wages. This is also confirmed by the estimated staff costs in the MoD budget. They are BGN 995 922, while for this year they amounted to BGN 911 730 thousand. The increase is by BGN 84 192 thousand. This is also the amount, which will increase the expenditure part of the budget of the Ministry of Defence. From BGN 1 193 319 thousand it will be BGN 1 277 511, 3 000. It is noteworthy that there is no change in the amount of capital expenditures. They are still 55,364 thousand leva." [2] In the light of the above, it is concluded that the attitude towards servicemen in the countries is determined by the maturity of society and, above all, by the ability of the government of the country chosen and, by definition, to defend national interests by integrating them into alliances.
Providing office accommodation

(1) The Ministry of Defence’s Departmental Housing Fund shall consist of the following properties[3]:

1. available dwellings, studios and garages;
2. dwellings rented for renting;
3. living quarters in dormitories.

Early retirement-

"From 1 January 2018, servicemen shall be entitled to a pension at the age of 53 years and 2 months and 27 years of general insurance under the Social Security Code. 18 years must actually be served as soldiers under the Defence and Armed Forces Act or as reservists of active duty under the Armed Forces Reserve Act."

" Officers with the rank of Major / Captain III rank and higher who have not exercised their pension entitlement may serve three more years. This is clear from the proposals of experts from the Ministry of Defence for amendments to the Law on Defence and Armed Forces (LRA). They have found some tension in the relationship between military servants with a right to retirement, and those who refused to retire but occupy the same posts. In the military service, they believe that in the foreseeable future this negative trend could have a negative impact on service motivation

According to Art. 2. (1) Ordinance on the letting and disposal of properties by the Ministry of Defense's Departmental Housing Fund and for the payment of compensatory amounts to the personnel servicemen who use the dwelling under the terms of free negotiation.

For example, 60 officers with military rank "Major / Captain III rank" and above were released in 2018, while about 90 officers were to be released in 2019. At the same time, most of the soldiers, although entitled to a pension, find it immoral to exercise it. This saves considerable financial resources for the country. The main motive behind them is that there is no other NATO and EU army in which retired soldiers continue to serve.[5]

And if these problems are solved, the military and society must remember the words of Jawaharlal NERU[6] and not let them down as a society. "War is a denial of truth and humanity. It's not about killing people because one day one goes away, but a conscious and persistent spread of lies and hatred that little by little roots in people." And so the responsibility of the military profession is so great and the state and society must work to improve the working and living conditions of our soldiers!

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