

PROFESSIONAL SOCIALIZATION AND COMMUNICATION WITHIN MILITARY ORGANIZATION

Mihai VIȚALARIU

„Henri Coandă” Air Force Academy of Braşov

Abstract: *The purpose of all societies is to maintain their balance, their social and norming order. This goal can be achieved not only if the elements of social structures, groups, collectivities and institutions work at optimum parameters, but also if the individuals are harmoniously integrated into the different spheres of society. In order to accomplish these functional purposes, society has created and perfected specific socialization and organizational communication mechanisms.*

Keywords: *socialization, communication, statute, role, military leader.*

1. PROBLEMATIC ASPECTS CONCERNING THE RELATION BETWEEN SOCIALIZATION AND COMMUNICATION

Socialization represents a social fundamental process in which society projects, reproduces, and achieves, through appropriate behaviors of its members, the normative and cultural model. Socialization mechanisms and agents, know a great variety by ensuring, each and all, social structure functionality.

Socialization is defined as: “*psychosocial process of transmission-assimilation attitudes, values, conception or behavior models specific to a certain group or community for the human social development, adaptation, integration*” [1].

In another matter of speaking, the concept of socialization defines the processes, mechanisms and institutions through which the society is divided in: specific human personality physiognomy; certain behavior structures, which respond to social expectations.

Socialization represents an interactive process which relays on communication and has in view the double consideration of individual development, but also the social influence and the method in which individual intercepts and interprets social messages, and

the variable stimulation of social influence and content.

The theoretical studies proved that the analysis of the communication possibilities could not be correct and relevant if socializing processes are avoided. People manage or not to communicate within areas and in methods which result from professional socialization.

In the processual-organic ontology, there are three types of socialization [2]:

- *professional*, which facilitates people accomplishments of certain necessities through organized cooperation roles within certain organizations;
- *within private activities*, focused on biprocessors' satisfaction;
- *civics*, which make possible people's participation in management and integrating specialized social organizations functionality of ethno-structure and nation type.

Professional socializations, like civics, are formal processes because they contain explicit rules judicially penalized and belong to the same class, that the processual – organic paradigm calls *public socialization*.

“From the functional point of view, three types of socialization make possible and necessary distinct capacities of verbal relation, within organizations in which people function; are those who assume roles and attribute the status networks and roles in

organ grams. By assuming roles and charging roles to people, compatible to those mentioned in the organization organigram, people support the organization and make it possible the achievement processes through which it becomes active within socio-structures which include it in a functional manner” [3].

The people relationships, like professional roles, are of informational-energetic nature, they consist essentially of communication and cooperation. Predominant in communication is the informative component, and in co-operation the energetic the component of the informative relation. Usually, cooperation associates to communication, but there are co-operations in which informative relation does not intervene, they lay on previous rehearsal where communication contributed to identifying and preserving certain acceptable methods of co-operation. In such situations, the communication intervenes in every situation, which has in view a new solution of co-operation.

Resulting from roles, co-operation is specialized; the distinctions of the assumed roles create the informative relations, which reached the condition of communication, to be also specialized. Communication necessities in organizations come from their specialization of conceptions, which build organizations, but also from judicial frame of the organizations, which assume the public management of nations.

In processual-organic horizon of interpretation, *socialization* [4] represents the process, which is created by the human informative-energetic capacity of creating in a certain space-temporality localization of his social existence, the process by which he became a social being. Interpreters by whom people interact within the social-structures materialize socialization. The interpretation capacity favors the emergency and development of social behavior, and also the possible behavior detached by the biprocessors limits, specific to biotic environment.

The informative relations, verbally concluded or not, influence people because information and significations, which are objects of these relations, orientate their manifestations and are able to modify both

processors' characteristics and the functional condition. Modifications may be beneficiary or injurious.

At their turn, people operation capacities are intensified or limited within interactions. The limitation of the objective thinking is not sufficient for maintaining relations to optimal functionality condition. At the same time, the operation capacity of language, expression, and verbal relation is no able to overcome the development level of reason, affectivity, aesthetics and sexuality.

2. COMMUNICATION AS PROCESS OF ADAPTING PEOPLE' BEHAVIOR TO THE MILITARY STRUCTURES DEMANDS

The demonstrative preoccupations of the manner in which communication is particularized, existed also in transaction analysis, initiated by Eric Berne and Thomas Harris, who considered that at the each step of personal interaction, the inhabitants are in a determined self-condition, which make them address to the others from their position. The cited authors define the communication condition like a whole formed by the relations of role and interactions frame and moment.

The lack of adaptability of the verbal expression register to the new communication condition lead to contradiction, because of the incompatibility between the assumed role and the chose register, what do actually involve the right choice of registers? Susan Ervin Tripp considers that the right choice suppose the conformity to the two types of rules; alternation, which specifies the selection from the different types of expression according to the communication co-occurrence situation particularity which establishes the compatibility between the given lexical register and a certain type of discourse.

Observing human behavior in any organization, the military organization, for instance, including verbal behavior, certifies the great influence of the contradictory and incomplete behavior on socializations which are coherent for specialized areas, but in what interpersonal relations concern, socializations are vague and inappropriate.

Private and civic socialization limits and errors of the military organizations' members continue to appear in professional socializations, influencing people's relationships even in the organization condition.

If the professional socialization is divided and contains errors, people cannot assume and charge roles to those who should verbally interact and tie relations, in functional method for the army, or if they do it an inappropriate manner.

J. Gumpertz refers to a likely phenomenon, which may be observed in the verbal expression particularity of the individual within the social system. Commenting, from another angle, upon the variation of controlling the communicative resources according to status and role, the cited author notices the direct relation between the individual's necessities of using verbal facilities and his sphere of action and the homogeneity of the social environment within which he acts.

For the operation capacities improvement within interactions between military and socialization of the military organization member, I find necessary the following steps:

- construction of the military socialization in order to produce the social judgment development in inadherent and unfanatical methods;
- successful management of human resources of the organization, on medium and long term, focused on the successful achievement of the optimal social profile of its members, in concordance with its general objectives and the necessities which must be established;
- projecting, by relying on appropriate theoretical fundamentals, the instructive and educative processes in order to reduce differences and discrepancies in the officers' interpretative horizons, and in their information processing capacity;
- construction of the commanders abstract, thinking so that they systematically interpret the situations and think on their own.
- accession, within socializing processes an ensemble of images and representations specific to the military organization, like an important component of the future

interpretative and orientate capacities of military organization members.

We say that socialization is good if people attribute and assume compatible roles to roles formally distributed through regulation in organization. The decision-makers, that are commanders, are those who handle formal distributions, which depend on their interpretative capacities.

It may be concluded that the method of commander socialization process will affect his structural proficiency: project role network may not include aspects, which depends on people capacities of maintaining socio-interpreters, and, consequently, roles played by people, although complied with roles charged through regulation, are not functional.

The importance of professional role functionality is outlined by correct and efficient role distributed through regulation in military organization, and by roles, which people charge and assume.

3. STATUS AND ROLE SPECIFIC TO THE MILITARY ORGANIZATION

An organization is a structure built on people's interactions, which generate organized pressures. At their turn, interactions developed within the organization, are affected by its social structure. Merton's opinion is that status and role represent specific elements of the social structures, which analyzed interactions depend on. The term "status" refers to *a position in organizational structure*, which supposes the existence of established rights and obligations while the term "role" defines *"the behavior trend towards the other standard expectations"*.

In conclusion, the social status defines the social identity, the explicit roles, the individual's rights and obligations; both in hierarchical relations and interactions among social individuals; while *role*, like a dynamical attribute of people placed in socio-structures is complementary to status; which is the structural attribute of those structures. A status corresponds to many roles.

So that the role can be accomplished, the subject must be conscientious about his rights and obligations, about his status.

Military statute, especially officer's statute, must be thoroughly characterized by the term "management" because the military organization builds and re-builds, especially as consequence to the exercise of leader proficiency.

Consequently, without neglecting the real individual roles, which requires specialized proficiency of referents, specialists, experts, counselors, or execution, the military statute represents the leader proficiencies, even if it concerns hierarchy levels.

The military statute is characterized by *professionalism*, by which current officer is distinguished from the early fighter who used to complementarily and occasionally exercise military profession attributes. What characterizes the professional officer is "survey" that is ensemble of knowledge an specialized qualities, significant for the domain; *responsibility*, which represents motivation of service required by society, and the team spirit – the feeling of organic unity and of self-conscience given by the affiliation to a professional group.

The roles accomplished in military organization are mutual and interact: rights corresponding to a certain role means correlative obligations of another complementary role. For instance, the role of commander supposes complementary existence of the subordinate role. Consequently, for assuming responsibilities correspondent to the proficiency of the military organization posts, certain roles are charged and assumed, this is why we must take into consideration the correlative roles generated in this way.

The commander mission is to notice in way manner these roles are beneficiary of injurious for the organization, if they can be optimized, and if their adjustment may have organizational consequences for people from the organization. Optimizing assumed/charged roles within the military organization, and consequently, optimizing military statute, is possible by adopting a theoretically founded solution concerning organization function and functionality. By focusing on the proficiency criteria, role may be shaped and, implicitly shapes their attributions.

It is not long since military statutes and the role he must accomplished within organization, were partially projected, without the existence of an appropriate frame-model, which relays on theory. At present, the situation may be overcome is a scientific visions adopted.

There still are difficulties, which may have disorganized consequences, induced by partial conscience of the present military statute demands and of the roles assumed / charged to him, as follows:

- focusing on the professional training process on proficiency construction and on creative action capacities and leadership capacities and not of command;
- deficient selection of the future members of the organization, materialized in low concordance with essential aptitudes for the military statute;
- insufficient appreciation of the level and of methods in which the possible members of the military organization were socialized
- inappropriate dimension of the primary and professional socialization (that is education, professional training, specialization, accession).

Within the whole cases of the secondary socialization, military socialization represents a special part, because of its military significance, in which "*individual accomplishes (assumes) an institutional role defined by the access to information and regulated manipulation and to instruments of violence*". The characterization of the military socialization, necessary to assume/ charge role analysis within the organization, as well as its outlined specificity in comparison with other types of secondary socialization implies the analysis of the military environment and ethics.

4. POSSIBILITIES OF THE COMMUNICATION IMPROVEMENT WITHIN THE MILITARY ORGANIZATION

Removing difficulties mentioned above is possible by adopting a theoretical vision of the military and of the roles statute he should accomplish.

In this way, it is essential to establish a set of dimensions specific for the military statute, but also to establish the roles achieved.

These dimensions are:

- *military leader*, exercised within the military operations processes, it strongly interferes with the next possible functions and supposes leader dimension adjustment to execution;
- *specialist in arm*, whose complexity increases directly proportional to the development of the military equipment and technology, which outlines the necessity and, tendency towards specialization;
- *fighter*, supposes the direct fight and the direct contact with the enemy; this function strongly interferes with the function of the military specialized in arm forces, shows that each member of the military organization must be engaged in direct fight, using arm he was specialized in;
- *teacher*, for the organization and military groups (collectivities) building;
- *citizen*, (like a summary of reason, sociability, civilian, patriotic spirit, and “*partnership*” capacities in outside operations, which the nation takes part in).

It is ascertained that, within the macro social, there are complex rules of interactions, given by the assumed and charged rules, which exist also in specific communicative roles.

By relaying on the same algorithm, we may deduce that, within the organization there is a complementary situation between roles and structures determined by communicative interaction, so by the informational relation context and by the situation generated by it.

After the study performed on relevance and on socializing processes of the particularization of verbal relations within military organizations, we may conclude:

- the interventions possibilities vitality of information processing capacity;
- the importance of the right assumed and charged roles like condition of the appropriate intervention in the processes which the organization condition depends on;
- the appropriateness of the theoretical explanation for the identification of the relevant aspects in the verbal relation analysis

within military organizations;

- necessity of the systematically analyzed and influenced socializing process within the military organization;
- the military correct interpretation of the socialization matter, especially by the decision-makers, so that the individual could positively intervene in supporting his own development.

The consequences of people’ operation in an organization occur according to professional proficiency, according to people’ position in the organization, and also according to people’ interaction and reference to the organization.

Both types of proficiencies are classified through socialization. A good socialization occurs if we build proficiency which allow organization members to communicate with people and within social structure in constructive and favorable methods in order to secure social evolutions. If social dimension proficiency is avoided, if people have incompatible professional proficiency which results from different informational horizons, this will affect the organization cohesion, the condition of the verbal relations and co-operation.

At the same time, people must methodologically and systematically be assisted, so that, through the socializing processes, they could reevaluate the potential, and the individual take control of the socializing processes, which they constructively orientate within the social environment.

At their turn, decision-makers or commanders may learn to protect social-interpreters for their specialization, but also to intervene between them, in order to sustain successful processing methods, so as to favor the officer’s responsibility of the projected roles.

If the commander socialization is deficient, if they have low capacity of relating to his own evolution and intervention for reevaluation of his own proficiency, their behaviors are inappropriate.

Some people have low possibilities of self-control, self-assessment, self-education.

5. CONCLUSIONS

So, every organization is constituted from methods affected by social processing limits, limits of human capacities of relating to organization and of getting involved in its functionality by assumed and charged role: *“There are connections between the organizations’ condition and human possibilities of intervention in their functionality so strong, that organization evolution is not possible unless real modifications occur in human socialization”*.

The construction of communication proficiency is imposed, because they contribute to interaction construction and support. At the same time, it is not less important if every officer empirically, systematically and processually understands situations which organization is confronted with; it is valid not only for subordinates but also for commanders: *“the organization condition may not depend on certain person’s capacity of intervention; all members influence organization’s limits”*.

Considerations mentioned above impose that organization management be conceived like a leadership function. By managing, we ensure normal organization functionality, organization revaluation in methods which facilities social environment integration, communication malfunctions avoidance between organization and its external environment.

In conclusion, *“objectives and decisions concerning activities methods within organizations may not release professional activities only through communication, they depend on people’ communication process. Explicit structures of actions through judicial norms imposed by the management characteristics organizations, viewed like internal organizational norms, is materialized in formal relations among people, relations which classify communication in domains which correspond to necessities genres which exercise pressure in order to be satisfactory, and, inside them, in methods resulting from the informational capacities of those involved in solution construction”*.

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