

PSIHOLOGIE MILITARĂ

PERSONALITY CHARACTERISTICS OF EMPLOYEES
FROM THE MINISTRY OF INTERNAL AFFAIRS
PARTICULARITĂȚILE PERSONALITĂȚII ANGAJAȚILOR
DIN MINISTERUL AFACERILOR INTERNE

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Abstract

This study aimed to establish the differences in the dominant personality traits of newly hired officers and non-commissioned officers of the Ministry of Internal Affairs, focusing on their personality characteristics, cognitive intelligence levels, and interests. The research sample consisted of 140 subjects of which 70 officers and 70 non-commissioned officers, aged between 18 and 65 years. The results of the research revealed that the overall cognitive abilities of non-commissioned officers is lower, compared to those of officers. Additionally, officers demonstrated more developed social interests than non-commissioned officers. With respect to personality traits, officers exhibited significantly more positive indicators than their non-commissioned counterparts.

Keywords: Ministry of Internal Affairs, officers, non-commissioned officers, personality, cognitive intelligence, interests

Rezumat

În cadrul studiului dat, ne-am propus să stabilim diferențele în trăsăturile de personalitate dominante ale ofițerilor și subofițerilor nou angajați în Ministerul Afacerilor Interne, analizând caracteristicile de personalitate, nivelul de inteligență cognitivă și interesele acestora. Eșantionul de cercetare a inclus 140 de subiecți, dintre care 70 de ofițeri și 70 de subofițeri, cu vârste cuprinse între 18 și 65 de ani. Rezultatele cercetării au relevat că nivelul general al aptitudinilor cognitive în cazul subofițerilor este mai scăzut comparativ cu cel al ofițerilor. De asemenea, interesele sociale sunt mai dezvoltate la ofițeri, decât la subofițeri. În ceea ce privește trăsăturile de personalitate, ofițerii au înregistrat indicatori mai pozitivi decât subofițerii.

Cuvinte-cheie: Ministerul Afacerilor Interne, ofițeri, subofițeri, personalitate, inteligență cognitivă, interese.

Introduction Concept of “personality”, it comes from the Latin word “*persona*”, which refers to a theatrical mask worn by performers to play roles or to disguise their identity [6]. Since the 1980s, personality psychology has begun a sharp renaissance and has now become an extraordinarily diverse and intellectually stimulating field [5].

Among the most influential integrative theories of personality is that of psychoanalysis, which was largely promoted in the first four decades of the 20th century by the Austrian neurologist Sigmund Freud. Initially focused on the study of psychopathology, psychoanalysis expanded to provide a broader perspective on normal personality development and functioning. The field of investigation began with case studies of neurotic states, which included hysteria, obsessive-compulsive disorders, and phobic states, making a strong connection between these and sexuality [2].

With respect to interests, it is specific that they highlight the relationship between the subject’s starts and a series of objects and actions, so that the subject actively and on his own initiative orients himself towards the respective objects or actions, and these attract him and give him satisfaction (Popescu-Neveanu, P., 1978) [5, 6].

Interests can be defined as the concern to achieve a success, an advantage; zeal put into an action for the satisfaction of certain needs [1].

As a fundamental component of motivational factors, interests play a crucial role in career selection and in determining the degree of satisfaction and performance that the person achieves in their professional activities. Therefore, it is important

that when candidates from the Ministry of Internal Affairs are psychologically evaluated, their compatibility should be taken into account, with the position he is going to hold, or to reshuffle human resources, in the event that incompatibility is detected.

The purpose of the research: identification of personality traits, level of cognitive intelligence, and interests in new employees of the Ministry of Internal Affairs, depending on their status (officer/non-commissioned officer).

Cognitive intelligence facilitates self-awareness. The ability to self-reflect requires a good or very good analytical skills, enabling individuals to make connections between ideas, behaviors, and events [1]. In addition, any skill that we have more developed, leads to our involvement in various activities, as it is well-known that people are more likely to invest in tasks they are most proficient at.

Thus, for employees within the Ministry of Internal Affairs, it is required that their personality should be aligned with the entity’s occupational standards.

The activity of the civil servants with special status is carried out strictly according to legal framework, and is intended to serve both the individual and the community. This work is governed by principles of professionalism, confidentiality, professional integrity and loyalty, stability in public office, collaboration and cooperation, impartiality and non-discrimination, transparency, objectivity, efficiency, responsibility and hierarchical subordination.

The employees of the Ministry of Internal Affairs are civil servants with special/military status who, in accordance with the provisions of national legislation,

perform duties and hold responsibilities regarding the following:

1. Protection of citizens' rights and ensuring a climate of peace and safety in the community;
2. Making decisions and assuming responsibilities within the limits of established competencies;
3. Compliance with ethical, deontological and integrity norms;
4. Knowing and applying the legislation against criminality;
5. Prevention of antisocial acts;
6. Defense of public and private property;
7. Professional cooperation in order to reduce the effects of calamities, catastrophes, accidents;
8. Resolving, with professionalism and in a short time, the requests of citizens/relevant institutions [3].

Personality traits, interests, and cognitive abilities often significantly influence both the choice of profession and an individual's efficiency in performing tasks, work productivity, and the overall results achieved in police work. The law enforcement system is designed to select personnel whose characteristics align with the specific demands and nature of the profession.

The distinct professional nature of the public function with special status is conferred by the type and characteristic conditions for the performance of the duties provided for by the legal norms, and namely [3]:

1. Professional principles;
2. Special degrees;
3. Career system;
4. Professional training;
5. Exercising the public function with spe-

cial status according to the legal attributions given in the competence of the entity of which he is a part;

6. Wearing, as a rule, of the uniform, the distinctive insignia and the service ID card;
7. The application, under the law, of physical force, special means and firearms;
8. The fulfillment of duties exclusively for the benefit of the citizen and the community, which requires the assumption of special conduct, individual prohibitions and restrictions, the restriction of the exercise of fundamental rights and the establishment of incompatibilities;
9. The execution of professional intervention measures with a high degree of risk to life and health, which involve intense and prolonged physical and mental efforts;
10. The occurrence of professional situations that may endanger the life, personal safety and family safety of the civil servant with special status.

Research methodology The sample consisted of **140 subjects of which** 70 officers and 70 non-commissioned officers, aged between 18 and 65, all employees of the Ministry of Internal Affairs.

Research hypothesis: It is hypothesized that officers ~~have~~ exhibit a different personality profiles, cognitive skills, and interests than NCOs.

Research objectives:

1. Review the specialized literature in order to determine the conceptualization of the the terms "personality," "cognitive intelligence," and "interests."
2. Assessment of personality traits, level of cognitive intelligence, and interests

in new employees within the Ministry of Internal Affairs;

3. Identifying the differences in personality traits, the level of cognitive intelligence, and interests, in the new employees of the Ministry of Internal Affairs, depending on their status (officer/non-commissioned officer).

Research Tool: In order to identify personality traits, the level of cognitive intelligence, and interests, we used the following psychological research tools licensed/standardized at the international level and processed through the Cognitive Assessment System [4]:

- a) Personality test ZKPQ
- b) Interest assessment questionnaire
- c) Cognitive skills evaluation tests

Results and discussion From the analysis of the obtained data (Figure 1) we conclude that 40% of the evaluated officers obtained the average level of cognitive skills, followed by the good level with 30%, the very good level - 10%, and with a rate of 20%, the poor level is noted.

Following these empirical data obtained, we conclude that cognitive skills are developed at a normal level and correspond to the occupational standards of novice officers employed in the MIA.

If we refer to the cognitive skills of non-commissioned officers (Figure 1), we conclude that 66% of them denote a poor level, 30% an average level and only 4% a good level.

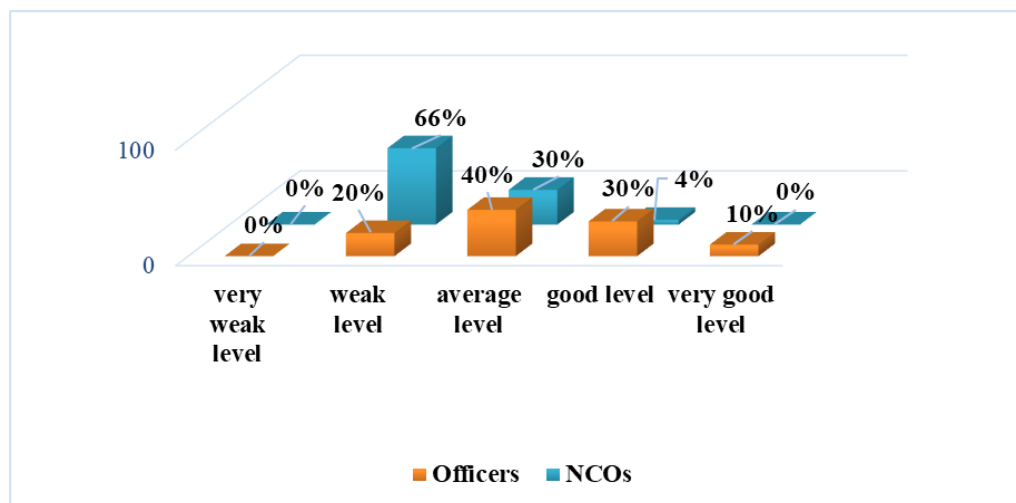


Figure 1. The level of officers and non-commissioned officers cognitive skills (%)

Referring to cognitive skills, we can mention their following components:

- Memory- The ability to retain and recall information.
- Attention- The ability to focus on a task and filter information.
- Reasoning- The ability to analyze in-

formation, make logical inferences and make decisions.

- Problem Solving- Ability to identify solutions to various challenges and obstacles.
- Abstract thinking- The ability to understand concepts and ideas that are not immediately obvious or visual.

- Creativity- The ability to think innovatively and generate new ideas.
- Spatial orientation-the ability to understand and navigate in space, to perceive the relationships between objects and to visualize how their positions and shapes change in space.

Following the analysis of the empirical data obtained, we conclude that the general level of cognitive skills of non-commissioned officers is lower, compared to that of officers and partially corresponds to the occupational standards of the MIA.

Table 1

IQ level in officers and non-commissioned officers

	Very weak level	Weak level	Average level	Good level	Very good level
Mann-Whitney U	1.095E3	550.000	1.092E3	591.000	1265.000
Wilcoxon W	4.255E3	2.090E3	4.252E3	2.131E3	2805.000
Z	-.863	-5.800	-.884	-5.608	-1.496
Asymp. Sig. (2-tailed)	.388	.000	.377	.000	.135

The Mann-Whitney U test concluded that (table 1):

- Weak level IQ scores are significantly higher in NCOs compared to officers (U=507.0; N1=70, N2=70; p two-tailed p=0.000);
- scores at the Good level of IQ are significantly higher in officers compared to non-commissioned officers (U=591.00; N1=70, N2=70; p two-tailed p=0.000).

If we refer to the personality traits, we can talk about:

- *Impulsive sensation seeking* (This high-scoring personality trait refers to the tendency to seek intense sensations and new experiences constantly, often without considering the consequences or risks involved, may be fueled by a desire for excitement and adventure, the need to escape from the daily routine or to experience strong, pleasurable feelings. Sensation seeking can take various forms, such as engaging in high-risk activities. People who engage in impulsive sensation seek-

ing may have difficulties in maintaining stable social relationships or fulfilling long-term goals because they constantly seek novelty and stimulation Impulsive sensation seeking can have both positive aspects, such as stimulation of creativity and adventure, and negative aspects, such as negative consequences of impulsive behavior).

- *Sociability* (It is characterized by the desire and ability to interact and communicate effectively with other members of society. This involves active participation in various social activities, such as parties, meetings with friends, cultural events or volunteering. People are social beings by nature, and sociability plays a crucial role in their emotional, cognitive, and social development. Social interactions provide opportunities to learn social skills, form interpersonal bonds, and gain emotional support from others. There are differences significant individual differences in sociability. Some people are more introverted and prefer less intense and infrequent so-

cial interactions, while others are more extroverted and feel more comfortable in busy, dynamic social environments. Regardless of individual preference, sociability is important for overall well-being and for building healthy and satisfying relationships).

Neuroticism-anxiety (A high average indicates a person's tendency to experience negative emotions such as anxiety, depression and stress. Anxiety is an important component of neuroticism and manifests itself in excessive preoccupation, restlessness and emotional tension. People with a high in neuroticism tend to be more sensitive to stress and react more intensely to situations that cause anxiety or fear. They may be prone to excessive worry about the future, fear of failure, or negative interpretation of current events affect interpersonal relationships, work performance, and overall well-being of the individual. However, it is important to emphasize that neuroticism is not equivalent to anxiety disorder. It is normal to experience some anxiety in everyday life, and the level of neuroticism can vary according to circumstances and a person's individual personality).

- *Aggression-hostility* (Aggression and hostility are two important aspects of human behavior that can be influenced by a variety of factors, including personality traits and individual experiences. High aggression refers to the tendency to react or act in -a hostile or violent manner towards others This can be manifested in a wide range of behaviors from verbal aggression to physical violence Aggression can be physical or verbal and can be directed at others or oneself. Hostility, on the other hand, is a personality trait that involves a

general feeling of resentment, suspicion, and antagonism toward others. People with high levels of hostility may tend to misinterpret the intentions of those around them and may be more prone to interpersonal conflicts. Both aggression and hostility can be influenced by factors such as stress, frustration, repressed anger or difficulties in managing emotions. They can also be linked to personality traits such as neuroticism or narcissism).

- *Activity* (It refers to any action or process in which a person or a group of people engages in order to achieve something. It is a form of physical, intellectual or creative involvement in a certain action or process. Activities can be diverse and can includes things like work, exercise, hobbies, learning, socializing, and more. They can be structured and planned or occur spontaneously. The purpose of the activity can range from meeting basic needs, meeting personal or professional goals, developing skills and talents, to mere enjoyment and entertainment. A high level of activity can lead to irritation and boredom if the activities are perceived by the individual as boring).

- *Social desirability* (A high mean of desirability, denotes the tendency of the individual to place himself in another value, other than reality, to present a behavior that involves the deliberate provision of false information or distorted truth in a way designed to hide the real truth about his personality).

Table 1 introduces us to the officers the average level of the *sociability* scale (60%) and low level - 40%. High sociability is an important aspect in the police professional activity of employees, taking into account the duties they are to perform.

Another important aspect is that of *the impulsive search for sensations*, which stands out by the low level - 70%, which means that the subjects in general, within activities' planning, in the vast

majority of areas of life, are calculated and act after a well reflecting; do not feel change necessity, but can accept change after weighing the benefits and risks.

Table 2

The personality structure of the officers and non-commissioned officers (%)

No.	Evaluation scale	Level	Percentage	
			Officers%	NCOs%
1.	Social desirability	norm limits	80	34
		high	20	66
2.	Sociability	low	40	16
		average	60	67
		high	0	17
3.	Impulsive search for sensations	low	70	34
		average	30	66
		high	0	0
4.	Activity	low	20	12
		average	60	70
		high	20	18
5.	Neuroticism - anxiety	low	70	46
		average	30	52
		high	0	2
6.	Aggression - hostility	low	60	41
		average	40	55
		high	0	4

As aspects that can create dysfunctions in both personal and professional life, *neuroticism-anxiety* is at low levels - 70%, as well as *aggression - hostility* (60% low level).

An increased emphasis is required to be placed on the development of *sociability* which is low (40%), *impulsive search for sensations* of average level – 30%, *neuroticism-anxiety* of average level – 30%, *aggression - hostility* of average level 40%.

At the same time, we also observe the indicators of desirability (80% - norm), which signifies the sincerity towards the

actions to be performed, and 20% is a high level, symbolizing the lie (the category of those who wanted to present themselves differently than they are in reality).

Regarding the personality traits of non-commissioned officers (Table 1), compared to officers, the high *social desirability* scale is highlighted (66%), which denotes lying; *sociability* is higher (67% - medium level and 17% - high level) and *impulsive search for sensations* is also higher (average level – 66%).

The other scales do not stand out significantly from the officers.

The Mann-Whitney U test concluded that (table 3):

- scores on the Sociability scale are significantly higher for non-commissioned officers than officers (U=661.00; N1=70, N2=70; p two-tailed p=0.000);
- the scores on the Impulsive search for sensations scale are significantly higher in non-commissioned officers than officers (U=837.00; N1=70, N2=70; p two-tailed p=0.003);
- scores on the Social desirability scale are significantly higher for non-commissioned officers than officers (U=954.50; N1=70, N2=70, p two-tailed p=0.040).

Table 3

Status - personality						
	Sociability	Impulsive search for sensations	Activity	Neuroticism - anxiety	Aggression - hostility	Social desirability
Mann-Whitney U	661.000	837.000	1057.500	1.218E3	1225.500	954.500
Wilcoxon W	1936.000	2.112E3	2332.500	2.492E3	2500.500	2.230E3
Z	-4.079	-2.986	-1.338	-.225	-.171	-2.052
Asymp. Sig. (2-tailed)	.000	.003	.181	.822	.864	.040

No statistically significant differences were found between non-commissioned officers and officers in terms of Activity, Neuroticism – anxiety, Aggression – hostility.

With reference to the professional interests of officers and non-commissioned

officers (Figure 2), *social interests* stand out 30% and 37%, respectively; *investigative* - 20% and 14% respectively. Although the interests mentioned above are very important for police activity, we note that they are still not significant and are in an unrepresentative percentage.

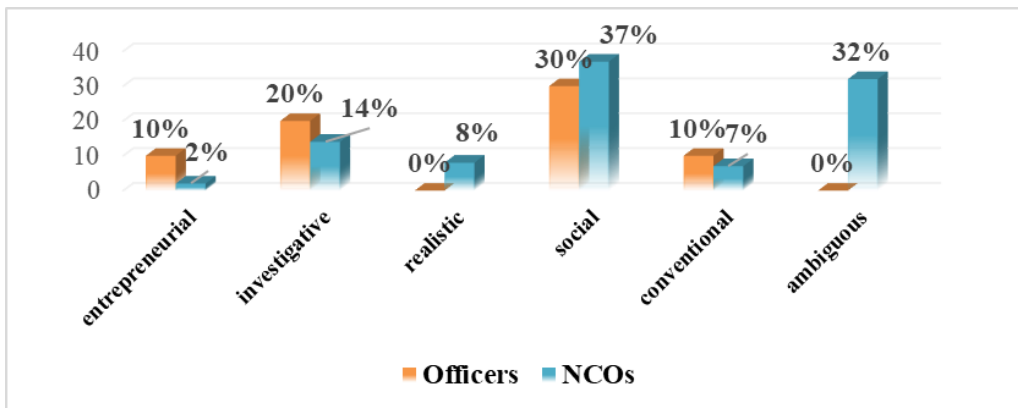


Figure 2. Professional interests of officers and non-commissioned officers

It is worth noting that the ambiguity regarding the professional interests of both officers and non-commissioned officers is in a percentage of 30% and 32%, respectively. This fact signifies ambiguity in professional orientation.

Regarding professional interests, the Mann-Whitney U Test concluded that professional interests are significantly different for officers compared to

non-commissioned officers: entrepreneurial (U=507.00; N1=70, N2=70; p two-tailed p=0.00) , investigative (U=550.00; N1=70, N2=70; p two-tailed p=0.000), realistic (U=591.00; N1=70, N2=70; p two-tailed p=0.000) , social (U=595.00; N1=70, N2=70; p two-tailed p=0.000), ambiguous (U=951, 50; N1=70, N2=70, p two-tailed p=0, 40).

Table 4

Statistical differences between professional interests of officers and non-commissioned officers

	Entrepreneurial	Investigative	Realistic	Social	Conventional	Ambiguous
Mann-Whitney U	507.000	550.000	591.000	595.000	632.000	951.500
Wilcoxon W	2047.000	2.090E3	2.131E3	2135.000	752.000	2.226E3
Z	-6.028	-5.800	-5.608	-5.531	-.054	-2.058
Asymp. Sig. (2-tailed)	.000	.000	.000	.000	.957	.040

No statistically significant differences were found between non-commissioned officers and officers with conventional interests.

Conclusions

Analyzing and summarizing the information presented above, we can conclude that officers and non-commissioned officers (NCOs) exhibit distinct level of cognitive skills, as well as different interests.

Thus, the comparative investigation of the personality traits present in non-commissioned officers gave us a clearer picture of their distinct psychological characteristics compared to officers, who stand out for their high level of social desirability, sociability and impulsive sensation seeking.

These differences in personality profile provide a deeper understanding of the

personality of NCOs and can serve as a foundation for the development of training programs within the MAI.

At the level of everyday use, personality represents those unique characteristics that distinguish us from others, whether they are evident in behavior or not expressed behaviorally, that have some durability over time and with the help of which the person's behavior becomes relatively predictable. However, when the personality characteristics go beyond the limit of normality, we can talk about accentuations and personality disorders (66% of non-commissioned officers answered socially desirable, trying to present themselves in a more positive image than in reality).

The level of cognitive skills represents the effort and speed with which a person

performs a certain activity, respectively being very important in achieving efficiency (20% of officers and 66% of non-commissioned officers indicate a weak level).

Interests reflect the types of activities we enjoy. Between a person's interests and abilities there is a difference. Interests show us what our pleasures would

be, and abilities denote what we can actually do. The more the two overlap, the more satisfied we are in what we do and the higher the results we obtain. The interests of non-commissioned officers are mostly ambiguous (32%), as well as those of officers (30%), which can be an alarming indication in the successful performance of police activities.

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