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Relationship of professional success and development of cognitive mental processes and personal qualities of Vietnam Naval specialists

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ABSTRACT

The levels of development of cognitive mental processes and personal qualities among specialists of the Navy of the Socialist Republic of Vietnam undergoing military service under a contract were considered, and their relationship with military-professional success was assessed. In July 2023, specialists from the Kirov Military Medical Academy together with Vietnamese specialists of the Russian–Vietnamese Tropical Center, conducted a pilot psychological and psychophysiological examination of naval specialists of the Navy of the Socialist Republic of Vietnam to study the characteristics of cognitive mental processes (attention, memory, and thinking), motivational and personal qualities, and expert assessments of the success of military-professional adaptation. Statistically significant relationships between expert assessments of professional success and the level of development of cognitive mental processes, characteristics of the motivational sphere, neuropsychic stability, and psychological adaptation characteristics have been identified. The results showed sufficient validity and reliability of the methodological apparatus used for assessing cognitive mental processes and personal psychological adaptive abilities in relation to assessing their relationship with the success of military-professional adaptation, an effective solution of professional and service tasks. The possibility and prospect of considering them in professional psychological selection and medical and psychological (psychophysiological) support of professional activities, examination, and, if necessary, subsequent medical and psychological rehabilitation of naval specialists of the Socialist Republic of Vietnam to maintain a high level of their professional health, as well as the need for further research.

Keywords: professional psychological selection; military-professional adaptation; professional psychological fitness; naval specialists; cognitive mental processes; motivation for military service in the Navy; personal qualities.

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Взаимосвязь профессиональной успешности и развития познавательных психических процессов и личностных качеств специалистов Военно-морских сил Вьетнама

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АННОТАЦИЯ

Рассматриваются уровни развития познавательных психических процессов и личностных качеств у специалистов Военно-морских сил Социалистической Республики Вьетнам, проходящих военную службу по контракту, и оцениваются их взаимосвязи с военно-профессиональной успешностью. В июле 2023 г. специалистами Военно-медицинской академии им. С.М. Кирова совместно с вьетнамскими специалистами Российско-Вьетнамского тропического центра проведено пилотное психологическое и психофизиологическое обследование военно-морских специалистов Военно-морских сил Социалистической Республики Вьетнам с использованием методик, направленных на изучение особенностей познавательных психических процессов (внимания, памяти, мышления) мотивационных и личностных качеств, а также экспертных оценок успешности военно-профессиональной адаптации. Выявлены статистически значимые взаимосвязи экспертных оценок профессиональной успешности с уровнем развития познавательных психических процессов, особенностями мотивационной сферы, нервно-психической устойчивости и психологическими адаптационными характеристиками. Результаты пилотного исследования показали достаточную валидность и надежность использованного методического аппарата оценки познавательных психических процессов и личностных психологических адаптационных способностей в отношении оценки их взаимосвязи с успешностью военно-профессиональной адаптации, эффективным решением профессиональных и служебных задач. Показана возможность и перспектива их учета в практике профессионального психологического отбора и медико-психологического (психофизиологического) сопровождения профессиональной деятельности, экспертизы и, при необходимости, последующей медико-психологической реабилитации военно-морских специалистов Социалистической Республики Вьетнам для сохранения высокого уровня их профессионального здоровья, а также необходимость проведения дальнейших исследований.

Ключевые слова: профессиональный психологический отбор; военно-профессиональная адаптация; профессиональная психологическая пригодность; военно-морские специалисты; познавательные психические процессы; мотивация к военной службе в Военно-морских силах; личностные качества.

Как цитировать

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越南海军专家的职业成功与认知心理过程和人格特质发展之间的关系

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摘要

研究了根据合同服兵役的越南社会主义共和国海军专家的认知心理过程和个人素质的发展水平，并评估了它们与军事职业成功的相互关系。2023年7月，S. M. 基洛夫军事医学院的专家与俄罗斯-越南热带中心的越南专家一起，对越南社会主义共和国海军的海军专家进行了试点心理和心理生理检查。采用的方法旨在研究认知心理过程（注意力、记忆力、思维）的特点、动机和个人素质，以及专家对军事职业适应成功与否的评估。依据统计，专家对职业成功的评估与认知心理过程的发展水平、动机领域的特点、神经心理的稳定性和心理适应特征之间存在着重要的相关性。试点研究的结果表明，在评估认知心理过程和个人心理适应能力与成功适应军事职业、有效完成职业和服役任务之间的关系方面，所使用的评估方法具有充分的有效性和可靠性。这说明了将他们纳入越南社会主义共和国海军专家的专业心理选择和医疗心理（心理生理）支持、专业考试以及必要时随后的医疗心理康复的可能性和前景，以保持他们高水平的专业健康。建议开展进一步研究。

关键词：专业心理选择；军事职业适应；专业心理适应能力；海军专家；认知心理过程；海军服役动机；个人素质。

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INTRODUCTION

Naval specialists of the Socialist Republic of Vietnam (SRV) provide contract services and engage in professional activities on modern Russian-made ships and submarines. The management, operation, and maintenance of this complex equipment and weaponry require servicemen to possess high levels of intellectual, psychophysiological, and personal qualities. The fulfillment of military professional activities by naval submarine specialists involves high psychological and physiological loads because of the extreme responsibility and potential consequences of errors or emergencies. The Russian Navy has developed a system and methodology for professional psychological selection (PPS) and psychological (psychophysiological) support for naval specialists. This system is implemented during primary training in naval universities and stages of military professional adaptation during service on ships and submarines. Currently, the SRV Navy lacks a PPS system for contracted military service. This poses a significant challenge in maintaining high levels of motivation for continued service in the SRV Navy. Currently, no systematic measures have been made to assess the functional state of naval officers during military professional adaptation, including the periods before, during, and after their time at sea.

Modernization of the SRV Navy necessitates improving the quality of training, efficiency, and reliability of naval specialists who enter military service under contract. This will ensure that crews are fully staffed with specialists who can manage, operate, and maintain the technically complex systems of modern ships and submarines. The effectiveness of professional activity is closely related to PPS, psychological suitability, and military professional adaptation. These are components of a complex stage process of medical and psychological support of activity [1].

The habitability and service conditions of a submarine are influenced by various stress factors that affect navy specialists. These factors include prolonged confinement, hypokinesia, lack of daylight, shift work, closed teamwork, and high costs of errors [2]. In addition, submariners must fulfill increased requirements for professional training, competencies, physical health, and psychophysiological and psychological qualities [3, 4]. The level of technology in modern equipment may exceed human psychophysiological capabilities, giving them the ability to quickly adapt to new means of control a vital quality [5, 6]. The degree of tension in the activity of naval specialties among shipboard personnel reflects the load on the central nervous system, sensory organs, and emotional and intellectual spheres of the worker

and is estimated to be high or very high¹. The success of a specialist's professional activity and performance is largely based on the degree to which their psychological, psychophysiological, and physiological parameters align with the demands of their work. If a specialist is not professionally suitable, the activity's price increases significantly. Constant overstrained of adaptation systems decreases professional performance, reliability, and efficiency of professional activity [7–9].

The need to study psychological and psychophysiological processes affecting the success of professional activity and determine the criteria of professional psychological suitability of navy specialists is determined by the existence of a direct relationship between these processes and effectiveness. The optimization of training and further professional activity was based on research [10, 11].

This study aimed to assess the cognitive mental processes and personality traits of SRV Navy specialists and their correlation with military professional success.

MATERIALS AND METHODS

This study involved 53 naval specialists from the SRV Navy to investigate their military professional motivation, cognitive mental processes (including memory, attention, and thinking), and emotional and volitional regulation (neuropsychiatric stability [NPS]). The study employed the military professional motivation (MPM) questionnaire and the multilevel personality questionnaire (MPQ) "adaptability" [12] as methodological tools. Cognitive functions such as thinking peculiarities, spatial relations, accuracy of visual perception of distances, and distribution and switching of attention and working memory were evaluated. The S-test, coordinates, finding numbers with switching, and figures methods [13] were used for the evaluation. The methodologies for this pilot study were translated into Vietnamese beforehand. In addition, the methodological tool was adapted, and its validity was assessed.

The success of military professional activity was assessed through expert evaluation of three main parameters: efficiency of knowledge assimilation and formation of professional skills and abilities; quality of duty performance and discipline; and authority in the military team. The effectiveness of military professional activity was evaluated by considering the expert assessments of three independent experts for each parameter. The average and total expert assessments were then calculated as an integral indicator.

¹ Guidelines for Hygienic Assessment of Factors of Working Environment and Labor Processes. Criteria and Classification of Working Conditions. P22-6-05. Moscow: MZRF, 2006. 142 p. (in Russ.).

The calculations were performed using IBM SPSS Statistics, employing correlation and comparative analyses by T-criterion for independent samples. The normality of the distribution of the studied indicators in the sample was assessed using the Kolmogorov–Smirnov criterion. Based on the test results, integral indicators of MPM, personal adaptation abilities, and cognitive processes were identified. The rating of the SRV Navy specialists was calculated as the sum of block scores. By analogy with the PPS system for conscripts in the Ministry of Defense of the Russian Federation, categories (I–IV) of professional psychological aptitude (PPA) of the interviewed Vietnamese naval specialists were assessed according to the developed norms. The measure of statistical reliability of the results was a significance level not exceeding 0.05.

RESULTS AND DISCUSSION

Analysis of the distribution of PPA categories by blocks (MPM, personal and psychological adaptation potential [PPAP], and cognitive processes) showed that the considered blocks have approximately the same share in the definition of the PPA categories: category 1 (13%, 15%, and 15%), category 2 (36%, 35%, and 34%), category 3 (51%, 44%, and 43%), and category 4 (0%, 6%, and 8%).

Two groups were identified based on expert assessments of military professional adaptation effectiveness. Assessments were made for each criterion, including level of knowledge and skills, performance of official duties, and level of authority. Group 1 (less successful) scored <4 points, and group 2 (more successful) received >4.2 points.

The research results were compared between more and less successful navy specialists based on their efficiency in assimilating new knowledge, skills, and abilities. Statistically significant differences were found in emotional and volitional regulation (control of attractions scale and MPM questionnaire), PPAP (MPQ technique), ability to operate with visual images, pace of thought operations (S-test), and integral assessment of cognitive processes. Compared with their less successful specialists, more successful specialists

had higher levels of attraction control, NPS, PPAP, and mental cognitive process development (Table 1).

Compared with group 1, group 2 demonstrated statistically significant improvements in the indicators of operative visual memory (figures), ability to assess spatial relations and accuracy of the visual perception of distances (coordinates), and the integral assessment of cognitive processes based on the quality of duty performance and discipline (Table 2).

Correlation analysis was used to confirm the relationship among personal qualities, mental cognitive processes, and success of military professional activity. The analysis revealed several statistically significant links between the studied intellectual and personal indicators and expert assessments of the success of military professional activity (Table 3).

Expert assessments of knowledge, skills, and abilities are positively correlated with the ability to control attractions (control of attractions scale and MPM questionnaire), high personal and psychological adaptive abilities (PPAP integral scale and MPQ adaptability test), indicators of spatial and imaginative thinking (S-test), and integral assessment on the block of cognitive mental processes. The quality of duty performance is positively correlated with the worldview scale (MPM questionnaire), characterizing the correct understanding of the army's role in the modern state, and indicators of cognitive mental process development. Expert assessment of authority within the service team is positively correlated with qualities, such as aspiration to achieve (striving for realization scale and MPM questionnaire) and ability to self-control (control of attractions scale and MPM questionnaire), and the overall level of development of cognitive mental processes.

CONCLUSIONS

The study found statistically significant correlations between expert assessments of professional success and the level of development of cognitive mental processes, as well as the peculiarities of the motivational sphere, neuropsychiatric stability, and psychological adaptation characteristics.

Table 1. Psychological indicators in groups with varying success rates in terms of knowledge and skills, $x \pm \sigma$

Таблица 1. Психологические показатели в группах с различной успешностью по уровню знаний и умений, $x \pm \sigma$

Indicators	Group 1, $n = 23$	Group 2, $n = 13$	t	$p =$
Control of attractions, MPM, score	11.13 \pm 2.25	12.69 \pm 1.80	-2.23	0.031
PPAP, sn	4.5 \pm 1.30	5.84 \pm 1.73	-2.02	0.049
Productivity, S-test, score	60.06 \pm 17.77	75.17 \pm 23.49	-2.29	0.027
Integral assessment of cognitive processes, sn	4.7 \pm 1.43	6.41 \pm 1.35	-2.21	0.034

Table 2. Psychological indicators in groups with different success rates in the quality of performance of official duties and discipline, $x \pm \sigma$
Таблица 2. Психологические показатели в группах с различной успешностью по качеству выполнения служебных обязанностей и дисциплине, $x \pm \sigma$

Indicators	Group 1, $n = 12$	Group 2, $n = 33$	t	$p =$
Figures, productivity, score	12.42 \pm 7.20	16.55 \pm 5.96	-1.94	0.058
Coordinates, productivity, score	28.58 \pm 11.37	45.00 \pm 15.15	-3.41	0.001
Integral assessment of cognitive processes, score	18.42 \pm 6.92	22.79 \pm 6.01	-2.07	0.044

Table 3. Correlations of expert assessments with the analyzed indicators (Pearson correlation, r_{xy})
Таблица 3. Корреляционные взаимосвязи экспертных оценок с исследуемыми показателями (корреляция Пирсона, r_{xy})

Indicators	Expert evaluation			
	Knowledge and skills	Official duties	Peer authority	Average
MPM questionnaire				
Worldview, score	-0.120	0.314*	0.025	0.035
Worldview, score	-0.055	0.156	0.337*	0.225
Control of attractions, score	0.326*	0.243	0.296*	0.360*
Adaptability (MPQ)				
PPAP, sn	0.310*	0.119	0.007	0.151
Mental cognitive processes				
Figures, productivity, score	0.282	0.400**	0.346*	0.387**
S-test, productivity, score	0.436**	0.490**	0.322*	0.429**
Coordinates, productivity, score	0.157	0.462**	0.430**	0.470**
Integral assessment of cognitive processes, sn	0.377*	0.521**	0.459**	0.523**
Total score by blocks	0.091	0.307*	0.300*	0.286

Note: * — $p < 0,05$; ** — $p < 0,001$.

Примечание: * — $p < 0,05$; ** — $p < 0,001$.

The results allow us to conclude about the predictive validity of the investigated indicators of the methodological tool in relation to the assessment of psychological adaptation and professional success of naval specialists in the SRV Navy. The interrelations among cognitive mental processes, personal and psychological adaptation qualities, and effectiveness of professional activity confirm the necessity of considering these indicators in determining the professional psychological suitability of naval specialists to optimize their training and further professional activity. The survey results enable planning for the continuation and expansion of research on the development of a system for professional psychological and psychophysiological selection, support of professional activity, expertise, and, if necessary, subsequent medical and psychological rehabilitation of naval specialists of the SRV to maintain their professional health.

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ADDITIONAL INFORMATION

Authors' contribution. Thereby, all authors made a substantial contribution to the conception of the study, acquisition, analysis, interpretation of data for the work, drafting and revising the article, final approval of the version to be published and agree to be accountable for all aspects of the study.

The contribution of each author. E.V. Kryukov — development of a general concept, research design; E.V. Ivchenko — research methodology, development of a general concept; V.V. Yusupov — research design, data

analysis; D.P. Zverev — data analysis; Bui Thi Huong — systematization of materials; V.A. Korzunin — writing an article, data analysis; E.O. Filippova — literature review, interpretation of the results; S.N. Levich — creation of a database, statistical data processing; L.O. Marchenko — literature review, statistical analysis; A.N. Andrusenko — research design, data analysis; A.Y. Shitov — literature review; Truong Van Tu — development of a general research concept; Nguyen Hong Quang — collection of materials, data analysis; Nguyen Thi Tui Lin — systematization of primary materials; Pham Huu Chin — collection of materials, conducting research; Nguyen Van Hung — collection of materials, conducting research.

Competing interests. The authors declare that they have no competing interests.

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