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The Motives for Choosing a Profession by the Future Rescuers

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Abstract: The article highlights the motives for choosing a profession for the future rescuers. It is noted that in the era of postmodernism, the profession of a rescuer is undergoing the changes, since the cases of emergencies and disasters becomes more frequent, and it becomes relevant. The essence of the "motive", "motivation", "rescuer" concepts was investigated. It was proved that the professional motivation is significant in the profession of a rescuer. In addition, it is noted that the motive for choosing a profession is influenced by studying at a higher educational establishment, that is, the direct influence of the teachers; in addition, the professional vocation, the professional intentions, the need for activity, and the value orientations in the profession play an important role. A review of the articles by domestic and foreign authors on the problem raised was made. It turned out that the number of studies on this issue is not numerous. The types of the professional motives of the risky professions representatives were determined. The positive factors and disadvantages of the profession of a rescuer were highlighted. The focus is on the nervous and emotional stress during the work. It is noted that the researchers determine the main 4 criteria that contribute to the choice of profession: the desire to pursue a professional career, the desire to help another person, the appetence to the risks, danger, and receiving a high stable salary. In addition, 4 main factors that affect the professional growth of a rescuer were identified: the attitude, the capacity for knowledge, the inspiration, and the environment. The real factors influencing the professional motivation of future rescuers were considered. It is noted that the profession of a rescuer is both psychologically and physically dangerous. The research was considered, which indicates that 30% of university graduates have immature motivation for the professional activity. In addition, 3 levels of motivation were considered: high, medium and low. The content components of the professional self-concept of the future rescuer were clarified.

Keywords: *Motive; motivation; rescuer; motivation factors; choice; risky profession; professional motivation.*

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Introduction

The problem of professional motivation is still quite relevant, since the tasks and the goals of the profession undergo changes in the postmodern era. That is why the social importance of the profession also suffer a change. In our modern information age, we observe an increase in the number of emergencies and disasters. Therefore, we can assume that the profession of a rescuer is becoming quite relevant and necessary. As you know, the skills, the desire to master the profession, the process of becoming a specialist, applying professional knowledge, implementing practical experience depends on the motivation of the professional choice of a rescuer.

Therefore, let us first find out the essence of the terminology: "motive", "motivation", "rescuer".

According to the Dictionary of the Ukrainian Language edited by I. K. Bilodid et al. (1973, p.810), the interpretation of the concept is as follows: "motive is the basis, the cause for any action, act; reason", and the motivation is a set of motives, evidences to justify something.

According to Kolot A. (1998), the "motivation is the totality of all motives that influence a person's behaviour."

According to the definition made by Mahda V. (2010), " motivation" is 1) "a system of factors that determine the behaviour, i.e. the needs, the motives, the goals, the intentions, the attempts; 2) a feature of the process that encourages and keeps the behavioural activity at a specific level."

According to Samoilenko L. (2014), "motivation is: 1) a set of psychological formations that encourage a specialist to act (needs, motives, goals, aspirations), 2) a process, a function that strengthens a specialist to a certain activity in order to achieve the results and increase the effectiveness of professional competencies.

According to the Dictionary of the Ukrainian Language edited by I. K. Bilodid et al. (1977, p.926), the word "rescuer" is interpreted as: "a person who saves someone or something."

That is, the motive is the need for a consciousness, which interests a person to a certain action, and stimulates; and a motivation is a conscious desire to achieve the success.

The needs of the consciousness interest, stimulate a person to a certain action. Motivation is a conscious desire to achieve the success. Motivation records the state of professional activity, in particular: the

professional vocation, the professional intentions, the need for activity, the value orientations in professional activity.

Determining motivation for a personality is one of the most important serious choices on which a person's future life depends. In order to choose a profession, it is the internal state of a person that can tell you in a right way what he or she likes, what he or she wants to do, with whom he or she would like to communicate, and so on. Usually, an interesting work, a convenient location, an advice from parents and friends, a decent salary, a continuation of the dynasty, and so on may be a motive for the professions (Khatsaiuk et al., 2021; Maksymchuk et al., 2020a; Maksymchuk et al., 2020b; Nerubasska & Maksymchuk, 2020; Nerubasska et al., 2020; Prots, 2021). According to Vavryniv O. (2018), the motivation of future rescuers has a number of important influences, because this profession belongs to the risky types of professional activity, it is associated with the health risks, the difficulty in performing professional tasks. Thus, the professional motivation of the future rescuers is a dynamic system of psychological features that regulates the behaviour of the future specialist.

Certainly, the motive for choosing the profession of a future rescuer, and they are usually the university cadets, is particularly influenced by the teachers of an educational institution. Therefore, as much as the scientific and pedagogical staff will be able to motivate cadets, so much will the future rescuers be willing to work in this area. For some of them, the priority here may be a high stable salary, establishing influential connections, and for others that may be a social recognition, a self-improvement, Kolot (1998).

The epistemological function of the motive for choosing the profession of a future rescuer

A review of the researches by the domestic and foreign authors proves that the number of works is small. Thanks to the works of postmodern scientists Tymchenko O. (2003), Mahda V. (2010), Skorobohatov Yu. (2012), Samoilenko L. (2014), Koval I. (2017), it is possible to analyse the role of motivation to ensure the effectiveness of the professional activity of the future rescuer.

In the study, Tymchenko O. (2003) defines the types of professional motives of the risky professions representatives:

1. Adequate (value orientations and professional motives coordinated with the social behaviour of the individual.

2. Situational (financial interest, romantic attractiveness of the profession).

3. Conformist (employees who chose the professions under the influence of the reference group).

4. Compensatory (overcoming the weakness in yourself).

5. Criminal (anti-social orientation and desire to use the profession for the own purposes).

Firefighting is a truly rewarding career, only when a person likes to help others and serve the community. The profession is interesting, because every day the actions of a firefighter are different and unique. In addition, the firefighter has to work both intellectually and physically. Besides, this profession is both challenging and stressful. Thus, among the advantages of the firefighter profession we have protecting people from emergencies and helping community residents in the event of a disaster. The dynamic environment forces you to take quickly the balanced actions, as well as add self-control, courage and hope to the victims. As you know, the firefighters save people's homes, property from fire, flooding, etc.; they perform rescue medical actions. If we take into account the salary level of a rescuer according to statistics in the USA for 2020 (Department of Labor Logo United States Department of Labor, 2020), a firefighter received 52,500 US dollars but the average salary of Americans in 2019 was 54,099. Therefore, it turns out that the prestige in wages is not felt.

Some aspects of the relationship between the motivation to choose a profession of a rescuer and the locus of personality control and their impact on the development of professional deformation of employees of the Ministry of Emergencies are covered in the publication Mahda V. (2010). The author notes that the profession of a rescuer is one of the most significant. In addition, the article pays a special attention to one of the negative effects on the human body, that is nervous and emotional loads that lead to the professional deformity. Besides, the author conducted a study of the motives for choosing the professional activity of rescuers and determined that the most significant motive is the propensity for paramilitary service, the desire for order, stability, and organization. The following 4 criteria include: the desire to make a professional career, the desire to help others, the incitement to risk, danger, the stable high earnings.

The article by Cabe M. (2018) attracts the attention, where it is emphasized that the choice of profession is influenced by the experience of parents, friends, attitudes and abilities, etc. Motivation is essential for an

emergency employee, because his task is to save people's lives and property in the most critical moments. The article highlights 4 main factors of professional development of a specialist: dynamic training, academic education, experience, and continuing education. There are several factors that influence the path of professional development:

1) Attitude, that is, psychological readiness, general behaviour. As you know, the emotional state is important for determining whether you like the profession. Boredom, negative emotions become a hindrance to learning: a person does not perceive new things, does not acquire knowledge. It is the feelings that help the activity of cognitive processes;

2) Ability, that is, the knowledge, developed or innate inclinations, or acquired skills during the studies;

3) Inspiration, that is, an inspired person is endowed with a desire to do something and at that moment inspires others to do that activity. Inspiration is usually aimed at successful goals achieving.

4) Environment, that is, the conditions, where students are taught, i.e. equipment, textbooks, and educational materials. That is, the educational process makes mental operations work. When a person is emotionally ready to learn, this one learns with an interest. But when he or she is disturbed, she gets angry, offended. A positive mental thinking is the key to effective learning.

Thus, taking into account the above, we can conclude that the motive for choosing a profession is influenced by the following factors: the desire to make a professional career, the desire to help others, the incitement to risk, danger, the stable high earnings.

The real factors influencing professional motivation of the future rescuers

The issue of analysing the state of development of the problem of Ministry of Emergencies of Ukraine rescuers professional motivation was covered by Skorobohatov Yu. (2012), who believes that the complexity of this profession is a variety of dangerous tasks that require physical and mental loads from rescuers. In addition, in a matter of minutes, you need to navigate quickly, react to changes, and, of course, this requires a knowledge not only of your profession, but also of the related specialties. The author proves that usually the universities' graduates-cadets have an internal positive professional motivation, which is a manifestation of interest in activities, and is also aimed at a successful result in professional activities. Although the

researcher considers 30% of cadets who still feel the features of immature motivation, which is dangerous for saving human lives, because it does not give a confidence in the high-quality performance of professional assignments. In addition, Skorobohatov Yu. (2012) considers the professional motivation of rescuers at 3 levels: high, medium and low. The high level of future rescuers is characterized by an interest in professional activities, promising professional growth, a focus of behaviour on improving the knowledge already acquired, and consistency of value orientations with the actual behaviour. For the medium level, there is a small interest in motivation for military activities, their own interests are higher than those of the other colleagues, the intemperance and intolerance in communicating with colleagues. For people with a low level of motivation, the features are indifference to successful professional activities, the unpreparedness to perform professional duties, and the low level in interpersonal communication.

One can find the problems of the professional motivation of specialists in risky professions in the scientific research, namely in the publication by Samoilenko L. (2014). The author notes that a well-formed motivation positively affects the success in professional activities. In addition, he notes that the work result depends on the desire to work, on the level of satisfaction, and this is possible only if the future rescuers master a high level of knowledge and constantly improve their acquired skills. The study identifies the factors by which the rescuers can be classified as the risky professions: irregular working hours, high levels of mental stress, strict time limits to achieve the necessary professional level, danger to the life and health of a specialist, complexity of professional tasks, social responsibility for the professional mistakes made.

The end-to-end formation of the professional readiness of the future rescuers to work in extreme conditions can found in the work of Koval I. (2017). The author notes that according to the current educational paradigm and professional tasks of the future rescuer, the main approach to the formation of professional readiness in the extreme conditions is a systematic approach (synergetic to predict the development of the rescuer through the motive of professional choice; holistic one to assume the directions of the rescuer's activity; axiological one promotes a positive attitude to the individual; activity-oriented one is the readiness for direct activity in the dangerous conditions; competence-based one is an effective performance of the professional duties.

The post made by Chulaw M. (2011) deserves an attention, where the author offers 10 questions that are given to the applicants who want to work as the rescuers. The author emphasizes one of the main tasks of this profession, which is preserving human life and health. In addition, the attention is focused on motivation for your profession, that is, according to the author, an active approach to your work: to be ready to come to help a person at any moment. Besides, the irregular working hours are also mentioned. And if the applicant does not like this rhythm of work at the interview, then he is immediately denied a job. Thus, the interview questions are not complicated at all, but still aimed at the main thing: demonstrating a responsible attitude to the work.

It is worth noting the structural and content components of the professional self-concept of the future rescuers, which O. Stelmakh (2017) worked on. In her opinion, the objective indicator of implementation is a professional skill, and the subjective indicator is the professional image of the self-concept, the self-esteem, the professional readiness, the position and the self-determination. In addition, a special attention is paid to the main source of the relationship between the content aspects and the professional self-awareness – the motivational component of the professional self-concept. Therefore, the author believes that the motivational component is an active system of needs and motives, an understanding and a perception of professional activity, an interest in their specialty, a satisfaction in professional choice, and a great desire to work. Thus, the success of studies among the university cadets, of course, depends on the motivation to study. In addition, Stelmakh O. (2017) notes that the spiritual values in the life of the rescuer also play a special role, because they encourage them to empathize, to help the other people, despite the danger to own health.

In his post, Rielage R. (2018) highlights the issue of the rescuers' motivation and talks about the well-known concepts: to learn and grow, that is, to draw the attention of the fire service managers so that they attract new employees to the team, appreciate everyone, and build a comfortable environment for the colleagues. This is what he considers to be the motivation of the rescuers. In addition, the author understands that the managers and young employees should be prepared for a constant feedback, an online training, get used to flexible schedules, and a multitasking. Besides, the fire officers are advised to promote cooperation, to share a common goal with the young people, to educate future leaders through the mentoring

and career guidance, and invest in training, since the new and modern ideas will provide a new perspective and the ways to solve pressing problems.

A rescuer is quite a dangerous profession, since often he saves the lives of others while risking his own life. A research team led by Heydari A. et al. (2021) found out that the candidates for the rescuer position have a motivation. In particular, they are ready to withstand a serious emotional stress and the physical difficulties during a fire. The author draws the attention to one of the factors, which is the resilience that is one of the strong qualities of a rescuer; it helps to overcome the obstacles and adapt to the environment. It is noted that the people with anxiety, stress will not be able to work for a long time. The firefighters should be able to bottle up their anger and therefore to be mentally balanced so as not to harm themselves and their colleagues. In addition, it has been studied that the married firefighters are more cautious than the unmarried ones.

In the post, the fire department employee Mellen D. (2011) reflects on the rescuer's motivation. He emphasizes that if an employee is motivated, then he is committed to his work. The author notes that a real rescuer is interested in learning, he likes the real-time fire training, the extinguishing classes; he hurries up to help and leads his colleagues. Mellen D. (2011) emphasizes that the rescuers strive to learn, they do learn, and teach others. Sometimes there is no enough time to eat during the working day, but the saved life pleases you with the fact that you were able to do good.

In a post by Kastros A. (2021), it is noted that the American Fire Service is characterized by the unmotivated employees, mostly by management bodies that lack the inspiration and the skills to inspire their employees to learn, work faithfully and raise the service to a higher level. The author claims that he has seen an increase in an ugly behaviour, an unworthy attitude towards the public, a drug abuse, and the sexual offenses in the service among fire service employees during his work. The economic decline in the country has led the society to be sceptical of the fire service. In addition, the author claims that during the fires, sometimes the deaths of Fire Service Employees occur, which indicates a poor-quality preparation for the performance of duties. Among the reasons why does this happen, the researchers identify: an inadequate sense of danger and a sense of team spirit, an improper communication, a lack of support from the management bodies, a non-compliance with standard operational procedures. Of course, the role of the fire service, the motivation depends on the competent management bodies. The lack of mentoring among the young management

bodies, the need for leadership training, the poor strategic planning, and the deterioration in a team spirit - all of this worsen the rescuer's motivation or sometimes lead to even worse: the death of a person. The traditional style of firefighter command, which was based on employee motivation, was safe and effective for the workers themselves. The highest-ranking employee inspired younger to take action, had a high level of intellectual development, an excellent tactic in extinguishing a fire, since he was experienced, understood not only equipment, tools, entrances, ventilation, but also the human feelings. Today the emotional intelligence includes: self-awareness, self-management, social awareness and personnel management. This is exactly what the manager of the fire service should be aware of. A manager, that is, a leader, should have the perfect skills in creating a "motivated team" and plan their work in a right way. Without a doubt, the emotional intelligence is essential to work effectively with the employees.

Of course, the motivation is the main factor for the success of the employees. It is an inner core that contains the spiritual values, the upbringing, the experience, the beliefs, the mood, and the material interest. Therefore, the priority task of the managers is to inspire employees to take action, to be close to their employees, support, encourage, and praise them for their excellent work. Thus, the manager of the fire service needs to communicate with his employees, observe them, and understand what can motivate a person. He also should pay attention to the uncertainty, the lethargy, the sadness, and if possible, to help to resolve this.

Fadden A. (2021) emphasizes that to become a successful firefighter, you need to work constantly on the professional development. The article highlights that a fire service employee should constantly study and read throughout his life in order to improve his knowledge and skills and necessarily to be motivated. Therefore, the systematic, voluntary and self-motivated self-study is extremely necessary for obtaining and improving professional knowledge. The professional self-development is necessary, regardless of whether you are already working with a well-known equipment or with a modern equipment. Of course, a rescuer can improve one's knowledge by participating in various conferences, meetings, training courses or classes. The lifelong learning is just as important for both regular staff and fire department management: regardless of whether it is a higher-level emergency management program, or technical rescue disciplines, or enhanced accident protection training, or leadership development training.

This will help the manager to become motivated, as well as to increase one's professional reputation while working with the colleagues.

In the Costa. C. (2021), the author notes that the future rescuer should have a high level of education, receive a diploma. But in addition, they have to be motivated to work, adhere to the work ethics and achieve the authoritative reputation. The fire service is constantly changing; thus, one have to improve oneself all the time, stay focused and dedicated. Education is the path to success; the formation of traits, the acquisition of knowledge is important, since if a person wants a career growth, then without education one will not be able to do it. Being self-motivated, dedicated, and gaining practical experience is something that is essential for the work of future rescuers. Of course, this requires a lot of efforts, self-dedication, and courage, but as easy as it is, the rescuer should be responsible for his work. In addition, the firefighter is like a volunteer who makes the good deeds for each person.

The attention is drawn to the article by former firefighter Buckman III J. (2019), who advises fire service commanders to be motivated to work. He notes that no matter how much a person works, no matter how much experience they have, motivation is one of the most important driving factors. The management of the fire service should develop its own vision, tactics that should be used. The true motivation is not only a skill, but also a need that is worth making your dreams come true. The motivation can be caused by a specific setback, after which the person decided to work on oneself, improve and prove that he deserves better than that. The failure is a challenge that expects you to improve and move forward. If a person wants to achieve a goal, one should take the risks and do not be afraid of defeat. In order to improve internal motivation, one should overcome the habit of procrastination, that is, be sure to complete the task to the end. If there are people around you who are motivated and successful, it will be easy for you to become one. If you identify the behaviour of the person you want to be like, find out what you want to achieve, and set a goal, you will definitely become a successful, motivated person who can overcome any difficulties.

In a post by Schmidt B. (2007), he emphasizes that for a future rescuer to work effectively and successfully, he needs a professional motivation. Thus, the manager of the service is a direct lever on which the conditions where the employee will work depend.

Thus, the lifelong learning is just as important for both regular staff and fire department management: regardless of whether it is a higher-level

emergency management program, or technical rescue disciplines, or enhanced accident protection training, or leadership development training. This will help the manager to become motivated, as well as to increase one's professional reputation while working with the colleagues.

Conclusions

Thus, the article highlights the motives for choosing a profession for the future rescuers. It is noted that in the era of postmodernism, the profession of a rescuer is undergoing the changes, becomes relevant, since the cases of emergencies and disasters are becoming more frequent. The essence of the concepts "motive", "motivation", "rescuer" was investigated. It was proved that the professional motivation is significant in the profession of a rescuer. In addition, it is noted that the motive for choosing a profession is influenced by studying at a higher educational establishment, that is, the direct influence of the teachers; in addition, the professional vocation, the professional intentions, the need for activity, and the value orientations in the profession play an important role.

The study has a review of the articles by the domestic and foreign authors on the problem raised was made. It turned out that the number of studies on this issue is not numerous. The types of the professional motives of the risky professions representatives were determined. The positive factors and disadvantages of the profession of a rescuer were highlighted. The focus is on the nervous and emotional stress during the work. In addition, 4 main factors that affect the professional growth of a rescuer were identified: the attitude, the capacity for knowledge, the inspiration, and the environment. The real factors influencing the professional motivation of future rescuers were considered. It is noted that the profession of a rescuer is both psychologically and physically dangerous. The research was considered, which indicates that 30% of university graduates have immature motivation for the professional activity. In addition, 3 levels of motivation were considered: high, medium and low. The content components of the professional self-concept of the future rescuer were clarified.

Therefore, it is revealed that the researchers determine the main 4 criteria that contribute to the choice of profession: the desire to pursue a professional career, the desire to help another person, the appetence to the risks, danger, and receiving a high stable salary.

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