CHAPTER II

PROBLEM AND HYPOTHESES

2.1 Problems : Their statement
2.2 Variables : Their specification
2.3 Hypotheses : Their formulation
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PROBLEM AND HYPOTHESIS

As has been mentioned in the last part of Chapter I, the specific purpose of the present investigation is mainly three-fold. Firstly, the present investigation has been devoted to know the composition of the personality, value-orientation profiles and rated morale of the military personnel in general and army officers in particular. Secondly, this piece of research has also been devoted to know the main and joint-action influences of type of military organizations, especially military and para-military organizations, and type of cadres, especially commissioned and non-commissioned cadres, upon the magnitude of each personality trait and each value-orientation incorporated in personality & value profiles and global assessment of rated morale of the army personnel. And, thirdly, this study has also been aimed at knowing the strength of association between the magnitude of each personality trait and each value-orientation incorporated in the personality & value profiles at one hand and the magnitude of rated morale at the other, of the army personnel.
In order to materialise this three-fold purpose, as per requirements of a scientific investigation an attempt has been made to frame the purpose revealing problems and that too in the question form, as pointed out by Kerlinger (1978) in the section to follow.

2.1 Problems : Their statement :

1. What is the composition of personality, and value-orientation profiles and the magnitude of the rated morale of the army military personnel ?
2. Is each personality trait and each value-orientation belonging to personality and value profiles and the rated morale of the army military personnel susceptible to the main and joint-action influences of the type of military organization and types of military cadre ?
3. Is rated morale of the army personnel related to each personality trait and each value-orientation incorporated in the personality and value-orientation profiles of the army personnel in any systematic manner ?

Thus, it is obvious from the wordings of the statement of three problems mentioned above that the
present investigation has been aimed at dealing with, in all three variables namely, types of military organization, types of military cadre and personality, value and rated morale taken together, of which the first two have been treated as the independent variables and the group of third one as the dependent variable.

Since, the best approach to arrive at scientific solutions to research-worthy problems in any scientific inquiry is to formulate the relevant research-worthy hypothesis; and since formulation of the research-worthy hypothesis depends upon specification of the nature of the variables involved in the problems, an attempt has been made in the following pages to delineate the specific nature of not only the dependent variables but also of the independent variables involved in the present study.

2.2 Variables: Their specification:

Personality, value and morale, as a matter of fact are the dependent variables in the present study. Hence an attempt has been made in the pages to follow to deal with the theoretical specification of these three, one by one.
Personality and its profile

Sharing the views of Guilford (1959) it can be mentioned here that the term personality has its origin in the Latin word 'Persona', which was associated with the Ancient Greek actors who used to wear mask on their faced before giving the performances on the stage. However, inspite of its root in the theater the modern conceptions of personality can be grouped into atleast four distinct senses. First, a personality is regarded as an assemblage of personal qualities; in this sense it represents what the person is really like. In this interpretation personality pertains to the actor. Second, a personality is regarded as the way a person appears to others, not as he really is. In this sense, personality pertains to the mask. Third, personality is the role a person plays in life; a professional, social or political role, for example. A role is a character in a drama. Finally, personality refers to qualities of distinction and dignity. In this sense it pertains to the star performer. Because of the evaluative connotation of this meaning of the term, we do not find such a definition in the scientific setting. In popular usage, a personality in a community is a man of distinction or worth.
Thus, a need was felt by many personality psychologists to offer scientific definition of the term personality. Hence an attempt has been made here to quote some of the outstanding definitions of the term personality.

According to Watson (1930) personality is the sum of activities that can be discovered by actual observation of behaviour over a long enough time to give reliable information. In other words, personality is the mean but the end product of our habit systems. Our procedure in studying personality is the making and plotting of a cross section of the activity stream; According to Allport (1937) 'Personality is the dynamic organization within the individual of those psychophysical systems that determine his unique adjustments to his environment'; according to Freud (1933) 'Super-ego, ego and id, then, are the three realms, regions or provinces into which we divide the mental apparatus of the individual; and it is their mutual relations with which we shall be concerned; according to Cattell (1950) '.... personality is that which permits prediction of what a person will do in a given situation ... Personality ... is concerned with all the behaviour of the individual both overt and under the skin; according to McClelland (1961)
Personality is a theoretical interpretation derived from all a person's behaviour; according to Hilgard (1979) '.... the term personality is used to mean the configuration of individual characteristics and ways of behaving which determine an individual's unique adjustments to his environment. We stress particularly those personal traits that affect the individual's getting along with other people and with himself. Hence personality includes any characteristics that are important in the individual's personal adjustment, in his maintenance of self respect; according to Eysenck (1968) 'behavioural personality is equal to constitutional personality times situation' and according to Baughman (1972) 'Personality is a hypothetical system which we attribute to a person based upon observations of his behaviour. More particularly it is that system which we postulate in an effort to explain the inter and intrapersonally significant behaviour of a person'.

However, the definitions given by Eysenck and Cattell of the term personality have become much popular among the researchers because of the attempts made by these two big guns in the field of assessment
of personality in terms of personality traits. Following the Orthogonal system of factor analysis Eysenck identified four basic dimensions of personality, namely, neuroticism, extraversion-introversion, psychoticism and intelligence; while adopting oblique system of factor analysis Cattell identified 16 factors as the basic traits or the dimensions of personality. For the sake of this investigation preference has been given to Cattell's conception and assessment of personality because inspite of several criticism his theory and assessment efforts are still actively developing and are capable of giving comprehensive view of an adult personality in terms of a profile. Hence, in the pages to follow an attempt has been made to specify the nature of those 16 personality factors that are identified by Cattell (1962) for providing the personality profile of an adult.

Factor A : Reserved Vs Outgoing (Sizia Vs Affectia) :

A person who scores low (sten of 1 to 3) on this factor tends to be stiff, cool, skeptical and aloof. He likes things rather than people, working alone, and avoiding compromises of view points. He is likely to be precise and 'rigid' in his way of doing things and in personal standards, and in many occupations these are desirable traits. He
may tend, at times, to be critical, obstructive, or hard. In short, he represents the 'reserved' pole of this factor; while the person who scores high (stern of 8 to 10) on this factor tends to be good natured easy-going, emotionally expressive, ready to cooperate, attentive to people, soft-hearted, kindly, adaptable. He likes occupations dealing with people and socially impressive situations. He readily forms active groups. He is generous in personal relations, less afraid of criticism, better able to remember names of people. In short, he represents the 'out-going' pole of this factor.

Factor B : Less Intelligent Vs More Intelligent (Intelligence) :

The person scoring low on this factor tends to be slow to learn and grasp, dull, given to concrete and literal interpretation. His dullness may be simply a reflection of low intelligence, or it may represent poor functioning due to psychopathology. In short, he represents 'less intelligent' pole of this factor; whereas the person who scores high on this factor tends to be quick to grasp ideas, a fast learner, intelligent. There is some correlation with level of
culture, and some with alertness. High scores contraindicate deterioration of mental functions in pathological conditions. In short, he represents 'more intelligent' pole of this factor.

**Factor C**: Affected by feeling Vs Emotionally stable (ego-strength):

The person who scores low on this factor tends to be low in frustration tolerance for unsatisfactory conditions, changeable and plastic, evading necessary reality demands, neurotically fatigued, fretful, easily emotional and annoyed, active in dissatisfaction having neurotic symptoms (phobias, sleep disturbances, psychosomatic complaints etc). Low score on this factor is common to almost all forms of neurotic and some psychotic disorders. In short, he represents 'affected by feeling' pole of this factor; while the person who scores high on this factor tends to be emotionally mature, stable, realistic about life, unruffled, possessing ego strength, better able to maintain solid group morale. Sometimes he may be a person making a resigned adjustment to unsolved emotional problems. In short, he represents 'emotionally stable' pole of this factor.
Factor E: Humble Vs Assertive (Submissiveness vs dominance):

The person who scores low on this factor tends to give way to others, to be docile, and to conform. He is often dependent, confessing, anxious for obsessional correctness. This passivity is part of many neurotic syndromes. In short, he represents 'Humble' pole of this factor; whereas the person who scores high on this factor is assertive, self-assured and independent-minded. He tends to be austere, a law to himself, hostile or extrapunitive, authoritarian (managing others) and disregards authority. In short, he represents 'Assertive' pole of this factor.

Factor F: Sober Vs Happy-go-lucky (Desurgency Vs Surgency):

The person who scores low on this factor tends to be restrained, reticent, introspective. He is sometimes dour, pessimistic, unduly deliberate, and considered smug and primly correct by observers. He tends to be a sober, dependable person. In short, he represents 'Sober' pole of this factor; while the person who scores high on this factor tends to be cheerful, active, talkative, frank, expressive, effervescent, care-free. He is
frequently chosen as an elected leader. He may be impulsive and mercurial. In short, he represents 'Happy-go-lucky' pole of this factor.

**Factor G : Expendient Vs Conscientious (Superego strength)**:

The person who scores low on this factor tends to be unsteady in purpose. He is often casual and lacking in effort for group undertakings and cultural demands. His freedom from group influence may lead to anti-social acts, but at times makes him more effective, while his refusal to be bound by rules causes him to have less somatic upset from stress. In short, he represents 'Expedient' pole of this factor; whereas the person who scores high on this factor tends to be exacting in character, dominated by sense of duty, persevering, responsible, planful, 'fills the unforgiving minute'. He is usually conscientious and moralistic, and he prefers hard-working people to witty companions. The inner 'categorical imperative' of this essential superego should be distinguished from the superficially similar 'social ideal self' of factor $Q_3^+$. In short, he represents 'Conscientious' pole of this factor.

**Factor H : Shy Vs Venturesome (Threctia Vs Parmia)**:

The person who scores low on this factor tends to be shy, withdrawing, cautious,
retiring a 'Wall flower'. He usually has inferiority feelings. He tends to be slow and impeded in speech and in expressing himself, dislikes occupations with personal contacts, prefers one or two close friends to large groups, and is not given to keeping in contact with all that is going on around him.

In short, he represents the 'shy' pole of this factor; whereas the person who scores high on this factor is sociable, bold, ready to try new things, spontaneous, and abundant in emotional response. His 'thick-skinnedess' enables him to face wear and tear in dealing with people and grueling emotional situations, without fatigue. However, he can be careless of detail, ignore danger signals, and consume much time talking. He tends to be 'pushy' and actively interested in the opposite sex. In short, he represents 'venturesome' pole of this factor.

Factor I : Tough-minded Vs Tender-minded
Harria Vs Premsia)

The person who scores low on this factor tends to be practical, realistic, masculine, independent, responsible, but skeptical of subjective, cultural elaborations. He is sometimes unmoved, hard, cynical, smug. He tends to keep a group operating on a practical and realistic 'no-nonsense' basis. In short, he represents the 'tough-minded' pole of this factor; whereas the person who
scores high on this factor tends to be tender-minded, day-dreaming, artistic, fastidious, feminine. He is sometimes demanding of attention and help, impatient, dependent, impractical. He dislikes crude people and rough occupations. He tends to slow up group performance, and to upset group morale by unrealistic fussiness. In short he represents, the 'tender-minded' pole of this factor.

**Factor L : Trusting Vs Suspicious (Alaxia Vs Protension) :**

The person who scores low on this factor tends to be free of jealous tendencies, adaptable, cheerful, uncompetitive, concerned about other people, a good team worker. In short, he represents the 'trusting' pole of this factor; while the person who scores high on this factor tends to be mistrusting and doubtful. He is often involved in his own ego, is self-opinionated, and interested in internal, mental life. He is usually deliberate in his action, unconcerned about other people, a poor team member. In short, he represents the 'suspicious' pole of this factor.

**Factor M : Practical Vs Imaginative (Praxernia Vs Autia) :**

The person who scores low on this factor tends to be anxious to do the right things,
attentive to practical matters, and subject to the dictation of what is obviously possible. He is concerned over detail, able to keep his head in emergencies, but sometimes unimaginative. In short, he represents the 'practical' pole of this factor; whereas the person who scores high on this factor tends to be unconventional, unconcerned over everyday matters, Bohemian, self-motivated, imaginatively-creative, concerned with 'essentials' and obvious of particular people and physical realities. His inner-directed interests sometimes lead to unrealistic situations accompanied by expressive outbursts. His individuality tends to cause him to be rejected in group activities. In short, he represents the 'imaginative' pole of this factor.

Factor N : Forthright Vs Shrewd (Artlessness Vs Shrewdness) :

The person who scores low on this factor tends to be unsophisticated, sentimental and simple. He is sometimes crude and awkward, but easily pleased and content with what comes, and is natural and spontaneous. In short, he represents the 'forthright' pole of this factor; while the person who scores high on this factor tends to be polished, experienced, worldly, shrewd. He is often hardheaded and analytical. He has an
intellectual, unsentimental approach to situations, an approach akin to cynicism. In short, he presents the 'shrewd' pole of this factor.

**Factor 0**: Placid Vs Apprehensive (Assurance Guiltproneness):

The person who scores low on this factor tends to be placid, with unshakable nerve. He has a mature, unanxious confidence in himself and his capacity to deal with things. He is resilient and secure, but to the point of being insensitive of when a group is not going along with him, so that he may evoke antipathies and distrust. In short, he presents the 'placid' pole of this factor; whereas the person who scores high on this factor tends to be depressed, moody, a worrier, full of foreboding, and broding. He has a childlike tendency to anxiety in difficulties. He does not feel accepted in groups or free to participate. High scores on this factor is very common in clinical groups of all types. In short, he represents the 'apprehensive' pole of this factor.

**Factor 0**: Conservative Vs Experimenting (Conservatism Vs Radicalism):

The person who scores low on this factor is confident in what he had been taught to believe and accepts the 'tried and true',
despite inconsistencies, when something else might be better. He is cautious and compromising in regard to new ideas. He tends to oppose and postpone change, is inclined to go along with tradition, is more conservative in religion and politics, and tends not to be interested in analytical 'intellectual' thought. In short, he represents the 'conservative' pole of this factor; whereas the person who scores high on this factor tends to be interested in intellectual matters and has doubts on fundamental issues. He is skeptical and inquiring regarding ideas, either old or new. He tends to be more well informed, less inclined to moralize, more inclined to experiment in life generally, and more tolerant of inconvenience and change. In short, he represents the 'experimenting' pole of this factor.

Factor $Q_2$: Group-dependent Vs Self-sufficient

(Group adherence Vs Selfsufficiency):

The person who scores low on this factor prefers to work and make decisions with other people, likes and depends on social approval and admiration. He tends to go along with the group and may be lacking in individual resolution. He is not necessarily gregarious by choice; rather he needs group support. In short, he represents the 'group-dependent'
pole of this factor; whereas the person who scores high on this factor is temperamentally independent, accustomed to go his own way, making decisions and taking action on his own. He discounts public opinion, but is not necessarily dominant in his relations with others. He does not dislike people but simply does not need their agreement or support. In short, he represents the 'self-sufficient' pole of this factor.

**Factor Q₃:** Undisciplined Vs Controlled (low integration Vs High self-concept control):

The person who scores low on this factor will not be bothered with will control and regard for social demands. He is not overtly considerate, careful or pains-taking. He may feel maladjusted, and many maladjustments (especially the affective, but not the paranoid) show Q₃. In short, he represents the 'undisciplined' pole of this factor; whereas the person who scores high on this factor tends to have strong control of his emotions and general behaviour, is inclined to be socially aware and careful, and evidences what is commonly termed 'self-respect' and regard for social reputation. He sometimes tends however, to be obstinate. Effective leaders and some
paranoids are high on this factor. In short, he represents the 'controlled' pole of this factor.

**Factor Q4**: Relaxed Vs Tense (Low ergic tension Vs High ergic tension):

The person who scores low on this factor tends to be sedate, relaxed, composed and satisfied (not frustrated). In some situations his over-satisfaction can lead to laziness and low performance, in the sense that low motivation produce little trial and error. Conversely, high tension level may disrupt school and work performance. In short, he represents the 'relaxed' pole of this factor; whereas the persons who scores high on this factor tends to be tense, excitable, restless, fretful, impatient. He is often fatigued, but unable to remain inactive. In groups he takes a poor view of the degree of unity, orderliness, and leadership. His frustration represents an excess of stimulated, but undischarged, drive. In short, he represents the 'tense' pole of this factor.

Thus, it is obvious from the above that Cattell's identification of 16 personality factors is quite comprehensive and useful for sketching anybody's personality in terms of a scientific profile. Therefore, inclusion of Cattell's 16 PF as one of the dependent variables in the present study seems apparently justifiable.
Value-Orientation and its Profile:

As pointed out by Kluckhohn (1950) a value is a conception, explicit or implicit distinction of an individual which influences the selection from available modes, means and ends of action. It has justification on moral, rational or aesthetic grounds. It is also apprehended as a part of the self and as an aspect of motivation which is referable to standards, personal or cultural, that do not arise solely out of immediate tension or immediate situation. Thus, it is significantly different from attitude towards any object because it is the concerned consequence and is positive or negative in nature, residing in permissible cost of an expressional gratification or an instrumental achievement by involving the consequences of such action for other parts of the system and for the system as a whole. This is why probably Munn (1961) conceived values as the things that the individual hold as good, worth-while or important and considered them as aspects of life to which an individual gives most weight; and Freeman (1962) considered them as the generalized and dominant interests, while Anastasi (1962) thought of them as prominent interest motives or evaluative attitudes.
However, so far as the terms Value-Orientations are concerned, it is used for those value notions that are general, organized and include definitely existential judgements. Therefore, a quote from Kluckhohn (1950) says that 'A value-orientation may be defined as a generalized and organized conception influencing behaviour of nature, of man's place in it or man's relation to man and of the desirable and undesirable as they may relate to man's environment and inter-human relations'. Thus, sharing the views of Chauhan et.al. (1981) it can be said that value-orientations do bend on normative and existential proposition that provide the totality of a personality, or the totality of a culture and guide coherence to some extent between personality and culture. In other words, value-orientations entail 'selection' and 'choice' either positively or negatively in terms relevance to satisfaction of drive and their organization in motivation of behaviour. These 'value-orientation' therefore, when elaborated into patterns of culture, become common values of society and exist as crucial elements of a given culture. As the ways of evaluation, organise systems of actions and of solving problems in social
interactions, value-orientations do actively work behind processes of evaluation in distinguishing, testing, sorting and relating objects and their relationships and thereby guide both actions and behaviour of people. Hence, Parsons (1976) preferred to say that value-orientations are for gearing the life to value system and guiding behaviour both consistently and economically and thereby they construct and determine the shape of man's life space in terms of the social relationships on various dimensions.

So far as the measurement of value are concerned praise-worthy attempts have been made by psychologists like Allport et.al. (1960) and Chauhan et.al. (1981) to mention a few. However, the attempt made by Chauhan et.al. (1981) in crystalization, identification and assessment of basic value-orientations as applied to past, present and future aspects of Indian life being relatively more sound, preference has been given in the pages to follow to delineate the nature of those value orientations that have been measured by Chauhan et.al. (1981). These authors have identified six basic value-orientation areas, whose specifications are as under:
1. **Localism Vs Cosmopolitanism (L-C)**: This orientation relates to sociability and extensity of social relations. Localism is friendship around the localities. A person with this orientation does not like to keep relations with distant people; whereas cosmopolitanism shows the other end. Cosmopolities keep relations with many people and establish good relationship with distant people. They happen to be progressive and modern in their outlook. And, as pointed out by Singh (1975) religion is a good correlate of cosmopolitanism. Among Hindus, high and backward caste Hindus are cosmopolites but the schedule caste people localites. In Muslims, Christians and Jains, the best of localism is available with Jains though all are localites. As pointed out by Chauhan et.al. (1981) cosmopolitanism promotes attitude to social distance in urban adults, urban high caste adults and rural scheduled cast adults: while it demotes attitude to social distance in extro-version oriented rural high caste adults.

2. **Fatalism Vs Scienticism (F-S)**: It refers to the value dimension that extends between faith and reasoning. This orientation is very well related to historical progress of man-kind from the era of
religion to that of science. As pointed out by Singh (1975) among the various religious groups only Muslims are fetalism-oriented; while among the Hindus, Jains. The Christians appeared to be the best scienticism-oriented people. And, as said by Roy (1978) fetalism promotes 'expectation evading deviance' in male adolescents possession high level of creativity, originality or ingenious solution to problems; while it demotes 'expectation evasion deviance' in male adolescents possessing low level of creativity, originality or ingenious solution to problems.

3. Non-venturesome Vs Venturesome (NV-V):

This orientation refers to risk taking or innovative behaviour. It refers to the experimental outlook of man. As pointed out by Singh (1975), among Hindus, Muslims, Christians and Jains, the highest level of venturesome is available with Christians and scheduled caste Hindus, while Muslims have least of it. According to Chauhan et.al. (1981) venturesomeness promotes attitude to social distance in scheduled caste adults, urban adults and rural scheduled caste adults; while it demotes attitude to social distance in rural high caste adults.
4. **Traditionism Vs Progressivism (T-P):**

It refers to the continuum that ranges from cultural conformity to progressive deviance from culture. It remains resonant with the techno-scientific strides and does not worship the older mode of life and its being. Religion acts as a negative correlate of progressivism. And, as pointed out by Singh (1975) among the Hindus, Muslims, Christians and Jains, only the scheduled caste people are progress-oriented; while others are traditionalistic in their outlook, the best in this being the Jains and Christians. As reported by Roy (1978) traditionism promotes withdrawing deviance and expectation evasion deviance in male adolescents especially in high originality adolescents; whereas progressivism is seen in low originality adolescents.

5. **Autocratism Vs Democratism (A-D):**

It refers to the value-orientation of equalitarianism and is extended between dominance and cooperation or between coercion and tolerance. As stated by Singh (1975) the Christians and Jains exhibit autocratism, whereas Hindus and Muslims have democratic outlook towards life. As pointed out by Chauhan et al. (1981) autocratism promotes attitude to social distance in less submissive adults but demotes this attitude in more submissive ones.
6. Non-empathy Vs Empathy (NE-E) :

It relates to role elasticity, extending between role flexibility and role stability. According to Murray (1938) every individual must perform certain roles for development, maintenance, expression and reproduction. Similarly every group must perform social roles to develop, maintain, express and reproduce itself. Thus both individual and social roles integrate with each other for the betterment of mankind. As observed by Singh (1975) religion is for promoting empathic behaviour and Christians for more empathic than Hindus, Muslims and Jains.

Thus, it is clear from the above that the nature and types of value-orientations as revealed and measured by Chauhan et.al. (1981) are relatively more fruitful in the investigation of the present variety. Hence their inclusion in the present piece of research as one of the dependent variables seems quite timely and logical.

Morale and Rated Morale :

In a general sense, morale stands for spirit of unity in a given group of individuals. It thereby reveals the confidence of the group, loyalty to group, readiness to strive for the group goals. Thus, this
quality of a given individual or of a given group is regarded by psychologists as the most desirable one for the sake of survival of any organization-social, industrial or military. However, in the military set-up morale has special significance. That is why probably, Boring (1988) remarked that after the fall of France in the summer 1940, morale suddenly became a very important word in America. Its vagueness did not prevent its popularity. Everyone seemed sure that 'morale' was badly needed by civilians as well as soldiers and sailors, yet no one was able to give a precise definition. Hence while defining morale which soldiers and sailors need Boring (1988) said that 'moral is wanting to do what you have to do. And, that moreover, includes wanting to want to do what you have to do, for a reluctant morale is not good morale'. He further remarked that one aspect of morale, especially in military set-up is 'what makes your legs do what your head knows is not possible'. In short, it can be said that morale is one's confidence in one's own ability or groups confidence in leader's ability to cope with whatever the future may bring.

Still other psychologists have stressed the intellectual, emotional and social aspects of good morale. Intellectual morale is a man's conviction that
what he is doing now is helping to get him eventually something that he wants. Emotional morale is the zest that goes with health and competence, enabling a man to perform effectively the job that lies immediately before him. Social morale is a man's fundamental feeling of agreement with his superior officers and with the other with whom he cooperates, a feeling that there are no fetal cross purposes working within his unit. That is why probably, the War Department's division of Information and Education has fixed upon four attributes of good morale as follows:

a) **Zeal**: The voluntary 'plus' which a man gives to his task, over and beyond perfunctory obedience to regulations.

b) **Discipline**: In general Marshall's words 'cheerful and understanding subordination of the individual to the good of the team.'

c) **Self-confidence**: Basic sense of personal worth, founded on a realistic appraisal of what the job is like and on confidence in past training and present leadership.

d) **Satisfaction**: Freedom from discontent and worry (not the mere absence of griping); fundamental satisfaction with one's day-to-day part in the war effort.
Thus, it is obvious from the above that morale is not a general trait of personality which some men have in large degree and others not. It is simply the man's relations to a particular job or the particular requirement of the life. His morale is high if he know what objectives are and if he believes that they are attainable and worthwhile. It is high if he is confidence that others consider his objectives important and espacially if he is confident that his leaders believe in them and will continue to work toward them even when the going is hardest.

As pointed out by Boring (1988) and Rajnarayan (1979) there are a dozen conditions, both physical and psychological that aid military morale. A few of the are (i) water & food, (ii) cleanliness, (iii) warmth, (iv) sleep and relaxation, (v) realistic news, (vi) recreation (vii) self-importance, (viii) jobs, (ix) group solidarity, (x) leadership, (xi) ideaology and (xii) religion.

However, measurement of military morale and that too objectively, has lot of problems due to implicit subjectivity involved in responding to the paper-pencil measures. Hence Dwivedi & Chauhan (1989) attempted to make a novel effort by developing the army
morale scale in which military morale is assessed indirectly because the scale is not given to those whose morale is to be measured; rather officer-in-command uses it to measure morale of those under his command, while the names of the officers/soldiers under his command whose morale is measured is not given in the answer sheet only the code letters corresponding to their names are given. Hence the Army morale measured with the help of this instrument has been termed as 'the rated morale' for the sake of this research. And, thereby inclusion of rated morale as one of the dependent variables in the present investigation seems justified.

Military Organizations:

As specified by Baranwal (1986-87) the armed forces of India comes under the Ministry of Defence, having 3 branches of defence services- the Army, the Navy, and the Air force. And, the administration of the Armed forces of Union and the reserves of these forces therefore, is the main function of the ministry. Moreover, the matters relating to other organizations like the Territorial Army, Costal Guard, the Auxiliary Air force and the Army, Navy and Air wing of the National Cadet Corps are also looked after by the Ministry.
However, broadly speaking the above mentioned military organizations can logically be grouped under two broad headings, namely, military and para-military organizations coming under each major defence force namely the Army, the Navy and the Air wing.

In the case of Army the military organization is directly responsible for recruitment, training and posting of the soldiers; the para-military organization at the Central as well as the State levels is directly responsible for Border Security and allied services which are helpful to the military or army for rendering their services in the interest of the Nation. As pointed out by Baranwal (1986-87) the main para-military forces in India are Border Security Force, Central Reserve Protection Force, Assam Rifles, Indo-Tabetian Border Police, and Home Guards.

In the case of Navy, the main functions of the Navy proper is to recruit, train and do posting of the sailors; whereas the main function of the para-military of Navy popularly known as Reserved Navy comprising of Coastal Guard Naval Reserve, NCC Naval Wing and Merchant Navy is to help the Navy proper so as to serve the national interest on proper lines.
In the case of Air force, the main function is to recruit, train and do posting of the pilots from the point of view of Air fight during war time, while the para-military of the Air Force that comprises of Reserve of Air officers, and Air wing of NCC is mainly to assist the Air Force proper during the war and peace time.

However, the para-military forces of the Army as compared to the Naval and Air forces are regarded as relatively more vital and therefore, while treating military and para-military as the two types of military organization in terms of one of the independent variables involved in the present study, special preference is given to Army military and para-military organizations to see their separate and joint-action influence upon the personality, value and rated morale of the Army personnel. Thus, an inclusion of this variable seems quite justified in the present investigation.

Types of Cadre:

So far as the hierarchical organization in Indian Armed Forces namely, the Army, the Navy and the Air Force, is concerned various ranks are assigned at
various levels and each rank is known as a Cadre. In the case of Army the lowest Cadre is that of a rank of soldier and highest one is that of the rank of General. In Navy the lowest cadre is ranked as the Sailor and the highest one is known as Admiral. And in the Air Force the lowest cadre is known as Airman and the highest is labeled as Air Marshal. Between these two extreme cadres in each defence wing (namely, Army, Navy and Air force) there are certain number of linking cadres which can conveniently be bifercated under two popular groupings known as Commissioned and Non-commissioned Cadres.

The Commissioned Cadre is one that includes those military personnel who have got themselves selected through Services Selection Board either for Army, Navy and Air force and under-gone thorough specialised training in the institutions like Indian Military Academy, Dehradun; National Defence Academy, Kharakvasla, Officer Training School, Madras; Army Cadet College , Pune; Infantry School, Mhow and Belgaum; College of Combat , Mhow; Defence Services Staff College, Wellington; and Rashtriya Indian Military College, Dehradun successfully and started their career right from the rank of Second Leutinent in
Army, Commissioned officer in Navy and Pilot Officer in Air Force and go on holding higher ranks during their tenure in the military. On the contrary, those military personnel who are belonging to non-commissioned military cadre, do start their career as a soldier in Army, a sailor in Navy and Airman in Air Force and through departmental promotions do reach to the first rank of Lans Naik in Army, Petty Officer Class II in Navy and Air Crafts Man Class II in Air Force but are rarely treated as on par with commissioned officer although they may be getting honourary commission during their service time.

In addition to above, each defence wing of India has its technical / educational corps in which various cadres parallel, to proper armed forces are also existing and a dichotomy like commissioned and non-commissioned officers is also existing in these technical units. For instance, a doctor or an engineer who has got his degree from civil colleges and enters the military services through selection services Board gets a rank of a Commissioned Officer. However, since military and para-military, the two aspects of Army have been incorporated in the present study, it has been decided to incorporate the Commissioned and
non commissioned as the two cadres of the Army only as another independent variable of the present investigation and see the influence of these two types of cadre in Army too upon the personality, value and rated morale of the Army personnel.

2.3 Hypotheses: Their formulation:

As stated by Townsend (1953) hypothesis is a suggested solution to the problem. In views of Goode & Hatt (1952) it is a hunch, a guess that suggests a tentative solution to the problem. Moreover, as pointed out by Kerlinger (1978) hypothesis is a manual of instructions for the researcher in that it guides the researcher to arrive at a scientific solution of the problems. Keeping in view such an importance of hypothesis in scientific inquiry, therefore, an attempt has been made to formulate the research-worthy hypotheses of the present investigation. Moreover, instead of going for the blind hunches an attempt has been made to formulate the hypothesis of the present study in the light of the specifications of the dependent and independent variables mentioned above in such a way that these hypothesis can provide an opportunity to seek scientific solutions to the
problems stated at the beginning of this chapter. The phrasing of the hypotheses, while maintaining their relevance with the problems of the present investigation, has been given below, under the three suitable categories of hypothesis, namely (a) profile-oriented, (b) differential and interactional and (c) correlational:

(a) **Profile-oriented Hypothesis**:

1. Following the interactional model of heredity and situational forces and applying it to the Army personnel regarding Cattell's sixteen personality factors profile it has been hypothesized 'in the case of Army personnel the profile will be comprising of moderately high level of factor A, average level of factor B, high level of factor C, moderately high level of factor E, average level of factor F, moderately high level of factor G, high level of factor H, low level of factor I, moderately high level of factor L, moderately low level of factor M, average level of factor N, low level of factor O, moderately low level of factor $Q_1$, high level of factor $Q_2$, high level of factor $Q_3$, and moderately low level of factor $Q_4$.'

2. Adopting the same interactional model and applying it to Chauhan et al.'s 6 basic value-orientations profile it has been hypothesized
that 'in the case of Army personnel the magnitude of cosmopolitanism (C), Scienticism (S), Venturesomeness (V), Progressivism (P), Democratism (D), and Empathy (E) will respectively be high'.

3. Following the interaction model under consideration it has been hypothesized that 'the degree of rated morale of the Army personnel will be high'.

(b) Differential and Interactional Hypothesis:

4. Keeping in view, the two types of military organizations namely, military and para-military and two types of cadres namely, commissioned and non-commissioned, and to study the main and joint-action influences of these variations upon the Cattell's sixteen personality factors, the following has been hypothesized in the case of army personnel:

4.1 The magnitude of factor A will be more in military personnel than in the para-military personnel; it will be more in commissioned officers as compared to non-commissioned officers; and in the case of commissioned military officers it will be more than the non-commissioned para-military officers.

4.2 The magnitude of factor B will be greater in the commissioned officers than in the non-commissioned officers; it will be more in military personnel than in
the para-military personnel; and in the case of commissioned military officers the magnitude of factor B will be more as compared to para-military non-commissioned officers.

4.3 The degree of factor C will be more in the commissioned officers than in the non-commissioned officers; it will be more in the military personnel than in the para-military personnel; and it will be higher in the case of commissioned military officers as compared to the non-commissioned para-military officers.

4.4 The magnitude of factor E will be more in the commissioned officers that in the non-commissioned officers; it will be more in the military personnel than in the para-military personnel; and it will be higher in the commissioned military officers as compared to the non-commissioned para-military officers.

4.5 The degree of factor F will be more in commissioned officers than in the non-commissioned officers; it will be more in the military personnel than in the para-military personnel; and in the commissioned military personnel it will be higher than in the non-commissioned para-military personnel.
4.6 The magnitude of factor G will be more in the commissioned officers than in the non-commissioned officers; it will be more in the military personnel than in the para-military personnel; and in the case of commissioned military officers it will be higher as compared to non-commissioned para-military officers.

4.7 The degree of factor H will be more in the commissioned officers than in the non-commissioned officers; it will be more in the military personnel than in the para-military personnel; and in the case of commissioned military officers it will be higher than that of the non-commissioned para-military officers.

4.8 The magnitude of factor I will be less in commissioned officers than in the non-commissioned officers; it will be less in military personnel than in the para-military personnel; and in the case of commissioned military personnel it will be lower than that of the non-commissioned para-military personnel.

4.9 The magnitude of factor L will be more in the commissioned officers than in the non-commissioned officers; it will be more in military personnel than in the para-military personnel; and in the case of commissioned military officers it will be higher than that of the non-commissioned para-military officers.
4.10 The degree of factor M will be less in commissioned officers than in the non-commissioned officers; it will be less in the military personnel than in the para-military personnel; and in the case of commissioned military officers it will be lower as compared to non-commissioned para-military officers.

4.11 The magnitude of factor N will be more in the commissioned officers than in the non-commissioned officers; it will be more in the military personnel than in the para-military personnel; and in the case of commissioned military officers it will be higher as compared to the non-commissioned para-military officers.

4.12 The level of factor O will be less in the commissioned officers than in the non-commissioned officers; it will be less in the military personnel than in the para-military personnel; and in the case of commissioned military personnel it will be lower as compared to the non-commissioned para-military personnel.

4.13 The magnitude of factor O₁ will be less in the commissioned officers than in the non-commissioned officers; it will be less in the military personnel
than in the para-military personnel; and as compared to non-commissioned para-military personnel it will be lower in the case of commissioned military personnel.

4.14 The level of factor \( Q_2 \) will be more in the commissioned officers than in the non-commissioned officers; it will be more in the military personnel than in the para-military personnel; and it will be higher in the commissioned military officers than in the non-commissioned para-military officers.

4.15 The magnitude of factor \( Q_3 \) will be more in the commissioned officers than in the non-commissioned officers; it will be more in the military personnel than in the para-military personnel; and it will be higher in the case of commissioned military officers as compared to the non-commissioned para-military officers.

4.16 The degree of factor \( Q_4 \) will be less in the commissioned officers than in the non-commissioned officer; it will be less in the military personnel than in the para-military personnel and in the case of commissioned military officers it will be lower than that of the non-commissioned para-military officers.

5. Applying an interactional model to the six value-orientations as specified by Chauhan et.al., the following has been hypothesized to know the main and
joint-action influences of the two varieties of military organizations and two types of cadres as specified above, upon the value-orientations of army personnel.

5.1 The magnitude of cosmopolitanism will be more in the commissioned officers than in the non-commissioned officers; while it will be less in the para-military personnel than in the military personnel; and it will be higher in the case of commissioned military officers than in the non-commissioned para-military officers.

5.2 The degree of Scienticism will be more in the commissioned officers than in the non-commissioned officers; while it will be less in the para-military personnel than in the military personnel; and it will be higher in the commissioned military personnel as compared to the non-commissioned para-military personnel.

5.3 The degree of Venturesomeness will be more in the commissioned officers than in the non-commissioned officers; while it would be less in the para-military personnel than in the military personnel; and in the case of commissioned military officers it will be higher than that of the non-commissioned para-military officers.
5.4 The magnitude of progressivism will be more in the commissioned officers than in the non-commissioned officers; while it will be less in the para-military personnel than in the military personnel and in the case of commissioned military officers it will be higher as compared to the non-commissioned para-military officers.

5.5 The amount of democratism will be more in the commissioned officers than in the non-commissioned officers; while it will be less in the para-military personnel than in the military personnel; and in the case of commissioned military officers it will be more as compared to the non-commissioned para-military officers.

5.6 The magnitude of Empathy will be more in the commissioned officers than in the non-commissioned officers; while it will be less in the para-military personnel than in the military personnel; and in the case of commissioned military officers it will be higher as compared to the non-commissioned para-military officers.

6. Keeping in view the two variations in military organization namely, military and para-military and two variations in cadre namely, commissioned and non-commissioned; and applying an interaction model, the following has been hypothesized
to know the main and joint-action influences of the aforementioned four variations upon the rated morale of the Army personnel;

'The rated morale of the commissioned officers will be higher than that of the non-commissioned officers; while it will be less in the para-military personnel than in the military personnel; and in the case of commissioned military personnel it will be higher as compared to the non-commissioned para-military personnel'.

(c) Correlational Hypothesis:

7. It is hypothesized that the magnitude of rated morale of the army personnel will show its positive relationship with the magnitude of factor A, factor B, Factor C, factor E, factor G, factor H, Factor L, factor Q₂ and factor Q₃; while it will show its negative relationship with factor F, factor I, factor M, factor N, factor O, factor Q₁ and factor Q₄ of the personality dimensions of the Army personnel.

8. It is hypothesized that the degree of rated morale of the Army personnel will show its positive relationship with the Cosmopolitanism, Scienticism, Venturesomeness, Progressivism, Democratism and Empathy value orientations of the Army personnel.