

# **HABILITATION THESIS**

## **ERGOPSYCHOMETRICS SPECIFICITY IN SELECTING STAFF FOR SPECIAL TASKS**

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## ABSTRACT

Research conducted so far have opted for a multidisciplinary approach, bringing their perspectives of psychology, ethno-psychology, intercultural psychology and cultural history, all of which are articulated around studying different denoted situations and technological perspectives predictive knowledge of personality.

Functional analysis of the various elements taken separately conducts to positive results only when we consider them links of an indivisible whole, strictly related. Psychologically, these "elements" are the processes, functions and mental faculties, which form the whole human personality. Personality issues occupy a central place, both in terms of research-based and those with practical approach. However, we must recognize the fact that in addition to intelligence, no other concept of psychology is as complex as personality. The multitude of definitions which are known this term doesn't represent only one of the knowledge limits in this area. Personality has been and will remain field debate of several scientific disciplines, knowledge of this and humans, makes it the supreme performance of science. (Goran, 2013).

The first set of research aimed *psychology staff for special tasks, respectively specific psychological profile of the anti-terrorist fighter*. Subscribing expressed interest in shaping our approach, based on the identification / knowledge of personality traits that define antiterrorist fighter, we proceeded to the achievement of **modal profiles** (*specialized professional profiles*), used only with the purpose of popularizing the profile structures of the system for National Safety CPI Psychological Inventory -260 / Spectrum CPI - 260 TM-E, Copyright International, distributed in Romania by D & D Research ([www.ddconsultants.ro](http://www.ddconsultants.ro)). Anti-terrorism fighter isn't for anyone. Anti-terrorism fighter profession involves intelligence and a good physical training. In succeeding tasks it is necessary to design solutions to new situations, unpredictable and problematic (Albu, 2007). In these cases, 91% of the fighters think that an important role is visual and auditory acuity, which provides rapid charging of the position in space of mutual relations and the movement of objects and targets.

A major focus has been to the correlations conducted on Psychological Inventory and CPI -260 / Spectrum CPI - 260 TM- RO. The average profile recorded in the anti-terrorism fighters level, present scores average of high value, in relation to the average established profile of Pitariu & Iliescu (2004) on 13 scales of the CPI Spectrum 26 - 260 respectively TMRO Capacity

Status (Cs) , Sociability (SY) , Good Impression (GI) , Wellness (Wb) Oriented Work (OW) and Managerial Potential (Mp). Without insisting on detailed information on elements of the data obtained (+ Cs + Sy, + Sp, + His + Wb) can appreciate that anti-terrorist fighter manifest interpersonal effectiveness , coupled with social maturity ( + So + To + Gi ) .

Another set of research was gathered around the theme of professional management and staff specificity for particular tasks. Systematic approach of the work activity involves studying binomial man – a machine from a unitary perspective (Joseph, 2001). Between the two sub-systems it requires an existence of compatibility, its quality depending on the productivity performance. Work analysis provides both a job description and specifications of the job respectively the role and job position in the organization, the necessity of the post, how to achieve them, what you achieve, why you achieve it, where and how you achieve it. Analysis of a post can be realised by using at least three alternative methods of analysis of labour (Muchinsky, 1990) observation, interview, questionnaire and recording their activities in a work program. The choice of methods and techniques for analysing the work depends on the kind of the profession analysed. In practice it is recommended that work analysis to use more than one method of investigation (Ombredane & Faverge 1955).

Another kind of research has highlighted the importance of the regular psychological examine of the staff. Although psychological examination of the staff is realized after a psychological selection, the situations that occur after employment clearances become more common in the structures that constitute national security system. The examination is periodic, used as a psychological check of the personnel performing special missions' transport, rail, automotive, aircraft or structures that are part of the National Security (Ministry of Internal Affairs and Protection Service guard, Romanian Inform. The psychological examination is used in order to get mutual knowledge also employees can be synthesized by a psychological profile, it has value of regular approval tool. The psychological examination is performed whenever the leadership unit raises the question in the needs of training / retraining employees.

The compliance and obedience mechanisms of the majority, the functioning of social control and ability to change attitudes through social interaction are widely debated issues of researchers, such as Doise, Deschamps and Mungny (1999). Not once our intention to understand how to transform social norms that induce pressure for uniformity and reactions as they induce innovation, it pushes us to "psychology of crowds" and to Gustave Le Bonne.

Considering all these towards the group and conformity towards obedience to authority, does it mean that it is the most reliable way to success? What does success mean in such conditions? Considering all this, we conducted a series of studies on the social visibility perception, from the perspective of a generation. Content analysis of historical documents and contemporary texts, multiple field observations, collating data, in agreement with work hypotheses, however we do understand that reality cannot be through statistic. The realities of the world we live mean much more than mathematics or exams scores. Conformity and obedience, required increasingly for promotions, personality and the need for belonging, social identity and national identity, communication and mass crowd events can be identified and understood only in a context or a given environment (Moscovici, 1996). Most Romanians live confusing feelings: a mixture of sadness, disappointment, shame, humiliation, anger. The road to democracy has resulted in some unexpected side effects: end of friends, broken families, aggressive post-revolutionary and a new species of unscrupulous opportunists. Anxiety, suspicion, culpability, hunting guilty people, measuring the degree to which we are tainted, slowly damage our conscience. In only six years after 1989, Prof. Dr. Neculau (1996) estimated that hope for a moral purification almost collapsed. Did he feel something about the times that came? Or it could be much worse?

My concerns do not stop there. Dissonance in relationships between groups, alteration of the social stability, social differences present today, increasingly more depersonalization and the need for social affiliation are themes for future detailed research. In the next period I will focus towards deepening existing themes: evaluation and selection of staff, identifying and managing risk factors and individual and group psychological vulnerabilities; development of "Models and strategies for personnel selection in psychological assessment for special missions", considering the practice of "Armed Services Vocational Aptitude Battery - ASVAB and Spectrum CPI - 260 TM / RO" cuboid model; stress management and crisis situations; psychological particularities of potential "Suhad" - suicidal bombers and terrorist organizations specific type Al-Qaeda; inter-individual differences in social anxiety and emotional regulation; psychological insurance of operational situations and psychological support for specific missions and activities etc.

