SOCIAL RELATIONS AND ACTIVITIES – PART OF THE CULTURE OF A MILITARY ORGANIZATION

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Abstract: The content of this article is theoretic analysis of the environment of social relations and social activities in military organization as main social components, which form the content of culture of military organization. Theoretic analysis is performed from the sociologic aspect. The emphasis is on defining social relations and social activities as two inseparable parts of each social bond in general and steadiness of culture of military organization in particular.

Keywords: Social bond, social relations and activities, culture of organization, military organization, culture of military organization.

The culture of an organization is, in general, understood as a set of values standards, patterns of behaviour and institutions in a given whole which determines the manner and forms of behaviour (the manner of performance of working activities), of its elements, their relations inside the social system of the organization and also relations outside.

- Outwardly (towards the surroundings) it manifests itself, either intellectually (immaterially) as an image, presentation of philosophy of a given organization, or materially, namely, by both, its products and material tools of its own identity: design, publicity, behaviour on the market and the like.
- Inwards (towards its own members) it also manifests itself either immaterially, namely: by interpreting its position on the market, in the style of management, information flows, climate, principles of personal work, etc., or by material manifestation of the quality of working environment and working conditions forming the basis of working climate in the given organization.1

In a military organization (armed forces), the culture of the organization is defined mainly in military documents (doctrine, strategy, basic rules and regulations, orders and directives, etc.). They must fulfil the basic philosophy of given armed forces. A military organization, particularly, outwardly manifests itself by rites, and also by material symbolic artefacts. An exact definition and description of social standards and patterns of behaviour of every member of armed forces (military activities) is one of essential signs of military organization.2 Social institutions in a military organization are hierarchically arranged, they have exactly defined their social positions function) and corresponding roles (functional duties).

It should be emphasised that the culture of any social system (not excluding armed forces) is based on the culture of higher systems which determines the manner of inclusion in a higher whole, and, thus, it is an expression of social reality. Specific features of the culture of concrete social systems (the culture of an organization), which are integrated in higher social systems and become in conformity with it should be understood not as distinguished and different, but as modified and defined in a more specific and detailed way, or as elements filling the space that, in general, has not been yet filled and also is not the content of any patterns of behaviour. This, however, means that every culture of a lower system (the culture of an organization) is a subset of the culture of a higher system and at the same time it is a wider circle of elements (components) which are based on specific conditions of functioning of this lower system. Also the social system of armed forces is generally controlled by the culture of higher systems a component part of which is also the culture of organization, with the dominant culture being the culture of a higher social system – that is the culture of the social system of a society– social culture. In practice it means that a military professional is under influence of the pressure of the culture of society in general – as a citizen and under the pressure the culture of the given military organization (armed forces) – as a member of armed forces (employee or soldier).

This unity (synergetic effect) strengthens the pressure on its members with the only aim – to effectively fulfil the set target of a concrete military organization. Therefore, it is necessary to create the culture of armed forces in such a form which would make possible and facilitate the achievement of its target.

A spontaneously arisen (not controlled by anybody) culture of an organization will, that is to say, conserve and constantly reproduce all uncertainties, incongruities, conflicts and undesirable behaviours, which participated in its creation. A change of such spontaneously created culture of a given military organization is then a longer-term process which requires an extraordinary endeavour and much larger means.

By the entry of the Slovak Republic into the NATO, the dominant culture for our armed forces is becoming the culture of the military organization – NATO and for the Slovak Republic the culture of advanced states of Europe (the European Union). Therefore it is necessary to pay an increased and continuous attention to the reforming of the old culture and also to the formation of a new social culture and culture of the armed forces, namely, to both, the theoretical and methodological-empiric aspect, as well as the legislative, but mainly the practical-realization aspects. We assume that the bases of every concrete organization culture are formed in four ways:

- The culture is formed by „leaders“ of a given organization, mainly by those who formed this organization in the past (the so-called visionary leaders, leaders who have some ideas - visions).
- The culture of an organization is formed by the so-called „critical cases“, significant events in which people find teachings of desirable or undesirable behaviour.
- The culture is formed on the basis of the need to maintain effective working relations between members of an organization, which creates and consolidates values and expectations.
- The culture is fortified by the organization’s environment. The external environment may be relatively dynamic or invariable (constant).

The culture of an organization is learned by people in the course of time. There exist two basic ways of this learning:

- *traumatic model*: in which members of an organization learn to face a certain threat by creation of a defensive mechanism;
- *model of positive strengthening of consciousness*: in which the rooting and fixed setting of procedures which can function occurs.

The learning occurs when people adapt themselves to outside pressures and face them (interaction) and when they gradually create successful approaches and mechanisms to manage internal stimuli, processes and technologies in their organization. Where the culture was formed in the course of a long period of time and rooted deeply, it may be more difficult to change it quickly, provided that no traumatic events have already taken place.3

The culture of a given organization is created on the basis of the need to constantly fortify the social tie (band) of the given organization, which is performed as a continuous process of social activities (interactions). In this process interpersonal and social relations are created the basis of which is the establishment of social contact. That can be considered as a basic precondition for formation of every social bond/tie.

The concept which reflects the action of people, whole groups and societies on each other, which expresses their social activity and also the fact that an individual, group or the whole society exert influence on others and at the same time experience the action from their side is called as social bond (tie). Most frequently it is understood as intersection (conjunction) of social relations and social activities (social interaction understood as an aspect of social intercourse), whereby:

- *social intercourse* reflects the form and manner of activity, which means the processual (dynamic) aspect of social bond;
- *social relation* expresses rather the content- structural (static) aspect of social bond.

It is assumed that the social bond is created primarily by interpersonal relations, which are the result of social relations. These are realized in the course of social intercourse in activity, which means in social interaction (see Figure 1). Figure 1 emphasizes the fact that social interaction creates in the system of social bonds one aspect of social intercourse which together with social relations creates the basic component of social bond. The social bond is expressed as a conjunction of social relations and activities. Social relations (primary–secondary and formal–informal) express its static (structural) aspect. Social activities (social intercourse, formed by, from each other inseparable, interaction, communication and perception aspect), express its dynamic (processual) aspect. Social bond can also be a short-term one and irregular (not filled) one. Such type of social bond is called social contact. It expresses the first intercourse in which interpersonal relations occur only potentially, because it was not possible for them to be really created. They only start to be created in mutual interaction (concrete activity). Social contact is only a precondition (basic

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condition) of social bond. It can, but need not necessarily, be transformed into it.

In Figure 1 its place is defined in this complicated system. Social contact cannot be identified neither with social intercourse, because it is only the first intercourse and even that in its substance exceeds it by social relations (potential).

![Figure 1 System of social bonds](image)

It can neither be identified with social band, because even if it includes in itself social relations, it is only potentially. It is however considered to be basic condition for formation of every social bond. Figure 1 also shows graphical representation of basic types of social bond, namely: traditional, affective, rational and pragmatic.4

The fact that these types of social bond are understood as its layers indicates also mutual connection among them. In practical activity, these defined types though operate always together, but in the complex of relations and activities various role belongs to them. The decisive is the fact which form of motivation is dominating to such degree that it determines:

- the behaviour of individuals (members of organization) and whole groups in a concrete organization or also of individual organizations within higher organizational wholes of coexistence;
- which of the basic types of bond in a given concrete situation prevails in the organization.

Social interaction is generally perceived as subject-object relation, as a process of constant mutual effect and influence of at least two elements (man, social group) of a certain social grouping (group – organization or institution, society), where the action of one element is the reaction on the action of the other element, is performed in practice on two basic levels: on micro- and macro-level.

On micro-level it is performed as a direct, intermediate interaction of individuals and on macro-level as an interaction of subsystems of society (social group, organization, institution). 5

Social interactions take place in everyday life of people who come into intermediate intercourse as members of various social groups or into accidental contact. They mostly take place according to certain patterns and rules valid either in social groups, or in the whole society. Social interaction cannot be understood:

- either as spontaneous and creative process which goes by exclusively material aspect of social intercourse,
or as a process in which unreservedly respects the social position of the participant.

If the social interaction took place exclusively spontaneously, its course could in many cases break already existing social relations and structures. If, however, took place in such a way that it would respect exclusively the social position of participants, it would significantly hamper (retard) the dynamic of social (group and individual) life and it would become in many cases useless. Therefore, both these extremities in the comprehension of social interaction should be avoided.

Opinions of sociologists on the classification of interaction processes are not unified in sociological literature: From the methodological point of view they can be divided into:

- Approach to its classification from a strictly dichotomic (polarizational) aspect, according to which, on the basis of contrastive (polarizational, dichotomic) differential signs two types of social interaction can be defined, namely: intentional and unintentional. The author of this classification is American sociologist E. Goffman. The substance of his approach is the classification (differentiation) of all kinds of interactions into those in which the participating parties do not achieve (even do not want to achieve) any targets, and those in which the participating parties want to achieve concrete real goals.

  - **intentional interaction** is the one, where the participants pay attention to their manifestations, and at the same time they express their endeavour to achieve a certain target (group of targets), where the basic unit of this interaction is, according to Goffman, "meeting", because most of everyday life of people consists of a series of such meetings (social contacts);

  - **unintentional interaction** is the one, where the meeting (social contact) happened unintentionally (non-purposefully), without sighting any concrete target, namely by way of gathering a number of people in one place, where at least one non-verbal (extralingual) communication takes place and its participants leave with one another at least a certain impression, namely by their appearance, movement, gestures and the like.

- Approach to its classification from a mixed dichotomic-layered aspect enables us to divide social interaction into interaction forms of processes: **integration** and **disintegration**. Interaction is not reduced only to the above given basic opposed processes, because in practice both the opposites exist always simultaneously, but in their mutual action only one prevails. It is therefore more convenient to define individual types of interaction rather according to the targets of participating parties and according to similarity of coordination between them in achieving these targets – that is in a layered way.

  - **the process of integration** is the one in which relations of attraction arise and which has these two basic forms: solidarity (mutuality, sociability), cooperation and coordination (harmonization) in which the mutual relationship itself results from harmonic (apolerized), that is layered approach and they can be included into several categories: 1. drawing together – the process of gaining favour, mutual confidence and attention; 2. assimilation – the process of mutual fusion (it also includes accommodation – the process of learning something, getting accustomed to something and also adaptation – the process of adaptation to conditions, situation or stimuli); 3. conformity – the process of mutual adaptation with the aim of gaining sameness, unity (unifying);

- Approach to its classification according to harmonic, the so-called pure layered approach enables social interaction to be differentiated into

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• individual types understood as layers (levels) of a certain whole. According to concrete situation one layer acquires in point of importance (prevails) and characterizes momentarily concrete type of social interaction. By this approach the dichotomy in classification of social interaction is partly eliminated and its individual types are thereafter divided into basic (main) ones a part of which includes specific types that have a certain relative independence.

- **the basic types of social interaction** include: coexistence (existence together, living side by side); coordination (harmonization) and cooperation (working together, harmonious combination). The coexistence is taken as an interaction in which its participants (individuals, social groups, various societies) operate side by side essentially without regard to each other, where tolerance is symptomatic for its favourable course. The coordination is understood as an interaction in which its participants act relatively independently, the reason of harmonizing their activities is because the reaching of a target by one of participants is subject to the reaching of the target by other participants, however, this presumes giving respect to each other. The cooperation is defined as an interaction whose participants cooperate with each other, which means that they perform such activities in which they help each other and at the same time they mutually complement and exchange these activities in order to reach the common target as effectively as possible.

- **the specific types of social interaction** are considered to be part of its basic types and include: contest (rivalry); competition and social conflict. The contest (rivalry) is an interaction which consists in the assertion of an opinion, idea, value or procedure by one participant of interaction towards the other (one’s own opinion to in prejudice of another), where the winner can be only one participant of interaction. The competition is an interaction which involves the enforcement of a certain opinion, idea, value or procedure of its participant, but not to the detriment of another (it means that there exist side by side even several competitive opinions), where the objective can be accomplished by several participants of interaction even simultaneously. The social conflict is an interaction in which the participating parties want to reach various opinions, values and objectives. It is experienced by its participants as discord or lack of understanding and can have most different manifestations, where the attainment of a goal by one participant excludes the attainment of the goal by other participant, sometimes even its very existence.9

Opinions on the definition and description of the structure of social interaction are not uniform. In the history of sociology (Weber, Sorokin, Parsons) and social psychology (Jung, Freeman) existed several attempts to define its elements and describe possible structure of their mutual action. The common denominator of these attempts was the effort to catch some components of mutual action of people and their bond. The task was formulated as a search for dominating factors of motivation of activity in interaction, mainly its individual act. Therefore it would be good to have a closer look at what forms the basis (the substance) of individual attempts, with concentrating on only some characteristic conceptions.

**Talcott Parsons** attempted to outline a general categorial apparatus for description of the structure of social activity, namely in contrast to an orientation in which the structure of human activity is analyzed first and then individual acts are specified in it as its components. The structure of an individual act (interaction) is then a component part of the overall activity structure which is social by its content.

In his concept, the basis of activity involves interpersonal interactions taken as individual acts on which the human activity is built which, in the long run, is the result of individual acts. An individual act is understood separately in terms of a theoretically created abstract scheme in which as elements appear: 1. actor (subject); 2."the other" (object, to which the act is oriented); 3. standards (according to which interaction is organized); 4. values (that are recognized by each participant in interaction); 5. situation (in which the act of interaction takes place). In relation to "the other" the actor develops a system of orientations and expectations characterized, on the one hand, by efforts to achieve objectives and, on the other hand, by efforts to respect probable reactions of the other.10

Parsons’ scheme of activity showed to be so abstract that, for an analysis of various kinds of activity in experimental practice, it had no significance. Without an analysis of overall activity (as is the case in most approaches), it is, namely, not possible to carry out an analysis of individual

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components. There became the need, except for elimination of the too much of abstraction of his approach to interaction, to change his concept (interaction is component part of social activities and not the other way round), which was attempted by Polish sociologist J. Szczepanski.

Jan Szczepański joined the construction of the structure of social interaction with the description of individual degrees of his development. Notwithstanding that the social interaction is not divided into elementary acts (elements, components), but into individual stages through which it goes.

The main concept with him for the description of social behaviour is "social bond", which he understands gradual accomplishment of: intercourse in space; psychical bond (taken as mutual arousing of interest and understanding); social intercourse (social activity); mutual action or interaction taken as a systematic and permanent performance of activity aimed at arousing the corresponding reaction with the partner, social activity (mutual connection of systems of activity). This arrangement is, however, not considered to be too exact.11

Even if this attempt of his refers mainly to the characteristic of "social bond", it is just that form of its, which he called interaction, that is described the most completely. This description contains the shortcomings of the previous attempt (detached from practice). A shift took place in the definition of the position of interaction, as part of social intercourse, which is understood in it as common (social) activity.

Classification conception expresses an attempt based on construing of classification of various kinds of social interaction, into which people enter during their life. It has several approaches of which the most famous is the approach of symbolic interactionism and the so-called contentual organizational approach.

– Approach of "symbolic interactionism" is base on the fact that social interactionism is a special trend in social psychology which considers interaction to be a point of departure of every psychological analysis. He holds G. H. Mead who named it "symbolic interactionism" (also called "social behaviorism") to be the founder. The main idea of "interactionistic conception" consists in that personality is formed in interaction with other personalities and the mechanism of this process is the creation of control of activity of personality, namely on the basis of ideas that other get of it. However, this theory has, except for the main weakness of reducing the problems to an individual interaction and thus to its simplification, two substantial methodological gaps: 1. inappropriately big importance in this conception is attributed to the role of symbols (reflection of personality is then subordinate to the world of symbols and also others evaluate personality through symbols adopted in a given group); 2. separation of communication aspect of interaction from the content of activity at issue, so that the whole richness of communication aspect of macrosocial relations of personality is in fact ignored – the only representative of social relations remain only the relations of intermediate interaction owing to which a conclusion of interaction a group set in advance, and that is evidently insufficient.12 The basic shortcoming of this approach as well is the fact that social interaction, though already conceived as an aspect of social intercourse, analyses in a manner detached from social activity.

– Contentual organizational approach analyses interaction as a term that characterises those components of social intercourse which are linked to mutual action of people, to immediate organization of their common activity. This approach eliminates the above mentioned shortcomings of the previous approaches, because it joins interaction with real activity. It does not reduce it only to interpersonal or abstract (symbolic) interaction. It includes social interaction in the whole context of activity as its organized form and characterises (defines) it as mutual influence of acting and behaviour of a subject and object, as a complicated process which includes: communication, conceived as a means of orientation of an acting subject, as a means and form of delivery of information, internal (emotional) aspects, understood as processes of attraction, indifference (neutrality) and repulsion, and finally objective (external) aspects, ensuing from inclusion of its participants in a concrete social environment.13

Social interaction is characterized according to organizational-contentual approach as subject-object relation, arising in organized activity, taking place in a certain defined concrete social environment (given social relations and activities). The structure of social interaction is formed by: subject and object (individual, social group – social organization or institution or also the whole


society); communication (verbal, non-verbal and other); internal conditions of object and subject (the interest and need of the subject and also reaction of the object) and finally by external conditions (social relations and activities).

The disposition (layout) of these basic elements (components) and relations among them can also be expressed graphically. It should be realized that every graphical representation reduces relations and activities that are the content of social phenomena and their development (dynamics). However, for our need of analysis of the structure of social interaction, such graphical representation is quite sufficient, because it shows layout of these basic elements of social interaction which will be dealt with in more detail (Figure 2). In the graphical representation of the contentual-organizational approach to the structure of social interaction, the social interaction is defined as part of a concrete social activity. Social activity with social relations form social environment, influencing given external conditions.

Individual types of social interaction (basic - coexistence, coordination and cooperation; specific – competition, contest and social conflict) are conceived as its layers. Which type of interaction will prevail, depends on many factors and individual components forming the interaction, namely starting from environment and ending with internal conditions of subject or object.

Subject and object of social interaction may involve individuals (individual, interpersonal interaction), social groups (group interaction) or individual societies (social, global interaction). The course and type of interaction are influenced by, except for whom the subject or object are formed by, also the factor of what position and prestige these have in its structure.

Internal conditions of social interaction are formed by: with the subject, need for and interest in an interaction with a given object; with the object, response (reaction) to this need or interest of the subject. These conditions influence to a great extent the type and kind of interaction and are influenced pretty much, except for the already

finally standards expressing how an individual, group, society must behave if it wants to be part of a whole.

The social role of a subject or object expresses a relatively stable and internally interconnected system of behaviour (activity, social intercourse), the aggregate of reactions to the behaviour of others, which is carried out according to more or less fixed patterns of behaviour. These are either expected or required by standards.

The prestige of a subject or object of social interaction is the result of a certain manner of their positive evaluation by the social whole of which they are part. In its substance this is the case of an evaluation of their social roles, which contains the following components: social (group)benefit of activities that they perform; attractiveness of these activities performed; level of creative character of their activities and the degree of their education (preparation) needed for these activities to be realized.

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14 Note: Social position of subject or object of social interaction is expressed by their place in a given social system with which they are joined: rights that express how will expectations of individual, group, society behave in respect of one another; obligations and duties expressing expectations how an individual, group and society will behave if it wants to be part of a whole.
mentioned position, roles and prestige, by external conditions as well.

External conditions are formed by a concrete social activity and social relations. Social relations that arose beyond direct social intercourse and are a precondition for interaction are defined as formal. Relations that arose in direct social intercourse as a result of social interaction are defined as informal. These relations are, in the process of interpersonal interaction (micro-level), also defined as personal (informal) and impersonal (formal).

Communication is an aspect of social intercourse which forms also an element of social interaction. It expresses the tendency and ability to communicate (exchange) certain contents among participants of interaction (object-subject) in processes of not only direct, but also indirect social intercourse. This ability intrinsic to all living beings however evolved with people in the course of their historical (phylogenetic) and psychic (ontogenetic) evolution into a richer in terms of content and more varied in form communication than with other living creatures known so-far – into the so-called social communication.\(^8\)

Social communication (communication among people) can be defined as a process of delivery and acceptance of meanings (information transfer) in direct and indirect social intercourse, with the transfer being on individual, group, society, but also on inter-society (global) levels.

From the sociological aspect social intercourse is not only an interpersonal process in which information (meanings) is/are delivered or exchanged as social intercourse is often explained, but it is also the basic social activity, the basic element of social action – social intercourse (social interaction) on its individual levels. On an individual level the communication is called interpersonal, on a group and whole-society levels we speak about group and mass (the so-called mass-media) communication.

Social activity and social relations form social environment influencing given external conditions not only for the prevailing type of social interaction, but also for forming a concrete culture of a given organization. It is therefore necessary to pay attention to a brief analysis of activity and in particular to military activity, which participate in the formation of the culture of military organization and strengthening its social bond.

When solving the relation between human and military activity on may start from the fact that military activity is a specific form of human activity. For the targets and content of military activity to be understood correctly, it is necessary in general to briefly characterize human activity as well.

Human activity can be defined as a mutual action of man and nature, as an interlink of connection of theory with practice. Activity is for man a specific manner of relation to the external world that can be characterized in the most rendering way as adaptation of oneself to the nature and simultaneously adaptation of the nature for oneself with the help of tools. It expresses the process of reformation and conquering of the nature to satisfy human needs and interests. It expresses most adequately the activity of man, his biological activity and his social (specifically human) activity.

By means of activity the internal unity of the biological and the social in individual development of man. By means of activity, the internal unity of biological and social in individual development of man is realized. By means of activity, man engages in the system of social relations and by their mastering he forms his social substance. In the broadest sense of the word, activity means, on the one hand, the creation of conditions for existence and development of a social subject (it can be society as a whole, social groups – organizations or institutions and also individuals), and on the other hand, the process of reformation of social reality in conformity with interests, needs, targets and tasks of society, group and individual.

A human activity possesses various forms and kinds. From different aspects (point of views) we can determine following:

- way of implementation point of view:
  - is theoretical (mental) activity which is a subject of all mental processes resulting in intangible (spiritual) works as an assumption (project) of material activity,
  - is material (physical) activity which is a subject of all material processes resulting in material works as a result of project implementation originated in theoretical (spiritual) activity;

- outcome of activity point of view:
  - is a constructive activity the result of which is a creation of a new or recreation of already existing spiritual or material human work,
  - is a destructive activity the result of which is a destruction of already existing spiritual or

\(^8\) Note: In sociological and psychological literature the following form of social communication are mentioned: verbal communication, non-verbal communication and other forms of communication.


• material human work and also existing animate
• and inanimate nature (environment) of which the man is an integral part of.

- differentiation of society into particular spheres point of view:
  - is an economic activity inherent in all intangible and material processes carried out in economic field (e.g. activities in production as management, material supply, or project implementations, etc.),
  - is a political activity (military activity including) inherent in all processes enabling to gain and enforce power (the right to control relations in society, e.g.: preparation of acts, election, parliamentary activities, sovereignty and state interest protection, etc.),
  - is a cultural activity inherent in all processes of material and mental nature ensuring transfer and creation of new findings, cultural traditions and material work (e.g. education and training, science, art, technology, etc.);
  - is a social activity inherent in all processes of mental and material nature resulting from positions and roles of man in various social groups (organization and institution) and in society (e.g.: family – parent, child, etc.).

- time point of view:
  - is a constant (regular) activity which is inherent in regularly repeating processes (e.g. work, education, etc.),
  - is a occasional (irregular) activity inherent in processes the duration of which is short or occurs irregularly (e.g. court sweeping, car repair, dish wash, etc.).

- subject of activity point of view (who carries out activity):
  - is individual activity the subject of which is individual,
  - is group activity the subject of which is social group,
  - is social activity the subject of which is society.

- form of activity point of view:
  - play – is a form activity when the subject orients in given surroundings (social, cultural and natural) and thus gains experiences, knowledge and skills,
  - learning – is a form of activity when the subject adjust to the surroundings, whereby social learning is an adoption of behavior and simulation of certain models in given social surroundings,
  - work (work activity) – is a form of activity when material and spiritual values are created, it is considered the one of basic life needs of a man existence.

Basic function of the man activity in general is to preserve and continuously develop human society. The existence and further development of human society markedly determines (conditions) the existence and development of person itself – his personal qualities. Classification (enter) of the individual into society is not a single act but long term process defined as socialization. This process is progressive adoption of social experience in the widest sense.

Social (specifically human) activity includes not only the way (style, method) of transformation of the nature on the basis of human needs and interests, but also humanization of the world by man factor and creation and continual enhancement of human society. It is also process which objectifies self substance of a man who in this process retires from nature and gains the social qualities. He becomes a part of human society (social group – organization or institution) and becomes its member – personality. Human activity acquires more consciousness and creativity whereby during development still grows independence of each individual (his individuality and subordinated differentiation of his activity). At the same time the need of cooperation of individuals and interlink of all activity kinds within the given society (social group) increases. The base of human activity represents a way of creation of own material and spiritual life which determines general social rules of its development. Social rules are substantial links and relations which occur in various spheres of human activity and above all in its basic form in material production. Existence of objective conditions more or less favorable for social subject itself creates only certain possibilities for development though these possibilities are performed by real people having consciousness and will, affecting in accordance with their needs and interests. Activity acts as power renewing and changing system of objective and subjective conditions (social relationships, activities and processes and corresponding system of ideas) – so-called whole way of life, thinking and performance of people.

Human activity is historical phenomenon. If originates, changes and improves together with development of social relationships formed and continuously changed by it. Through human activity social processes are being implemented. People are grouped to various types and social group forms which create social structure of the society. The task of these social groups in social formation of personality (so-called special socialization) is not equivalent. Acts of these social groups are specific, multilateral and not underlie
mechanic determinism principles (relativity). That means that external reason never evokes in affecting some system a direct and instant effect but the results of this affect occur on the basis of harmony of external reasons and internal conditions or codes and regularities of particular system, the reason refracts via internal conditions. Social activity can by understood as necessity in front of which stands each individual who in integration to the human society (socialization) by play, learning and work adopts given social experience which is only specific form of generically experience.

The brief analyses of certain aspects of activity make us to think about the relation between social (specifically human) activity and military activity. Military activity can be considered an activity in one of the sphere of human society – social-politic field. Its formation is a result of historical development of human society when the human activity gradually differentiated. Process of differentiation of human activity in its basic and the highest form can be characterized as division of labor. The division of labor assigns from individual types of social activity its special kind – military activity. Carrier of this activity is an army (forces) which the society (its institution – state) formed for own protection.

Military activity can be defined as unity of material and mental activity, as unity of military work, learning and play, the unity of constructive and destructive activity. Military activity is special kind of activity in society. It has specific status and task comparing with other social processes. It is a policy mean. It creates one of above mentioned kind of social (human specific) activity and differs from others by following:

• it has significant socio-politic content,
• uses mass military violence means,
• its strictly organize in all stages,
• significant restriction of all the components disturbing the goals of army activity (military organization).

Military activity is substantially the kind of work activity, its characteristic is therefore close to the characteristic of military work.¹⁶

It has following features:

• significant social focus necessitating different incentives for individuals as current civic activity (e.g. solders incentive system – wages and penalties),
• bilaterally or multilaterally destructive activity, there are two or several militant sides (states, coalitions) with one goal to defeat an opponent even to destruct him,
• multilateralism and variability of activities for individual and groups (defensive and offensive activity, transfers, etc.), at the same time high activity specialization according to weapon types and military qualification what necessities various level of education and qualification what have to be ensured by forces themselves,
• dependence of militant side power regenerations on specific situation and not on current needs (determining is current situation, not army distress and fatigability),
• impossibility to prepare new battle conditions in army training even if it was generally valid that the more the training conditions proximate to the battle ones the better the individuals and groups are prepared.

The one who implement the military activity is an army (forces) created by society (its political institution – state) for self protection. In this connection there is a necessary to note that the notions military activity and activity of army (forces) are not the same.¹⁷ Army carries out also non-military activities, the activities which do not have pure military character. To speak about military activities in peace beyond army is also not very precise. Therefore from all various activities carried out by army its possible to specify three basic aspects: military-professional, socio-political and generally-social.

Military activity is specified in military work activity (military work) which is one of many kinds of human activity in society. In detailed investigation many elements reveal between which had spread the net of relations. Except of subject and object these elements form a goal coming out


¹⁷ Note: In terms of conditions under which the military activity is carried out it can be basically divided into activities: A) in peace conditions where is characteristic: 1. to master the war methods with emphasis on mass army violence conducting rules; 2. to maintain the continuous fight and mobilization emergency and 3. military education and training of democracy army members (citizens of democratic country) in spirit of modern battle requirements; B) in war conditions where it is characteristic: 1. obligation to participate in early fulfillment of country mobilization tasks with emphases on mobilization of country forces and 2. conduction of mass army violence with the aim to achieve victory, protect state interests and sovereignty of the country and its area integrity.
from interests and needs, means, matter and the result of this activity.\textsuperscript{18}

Military work activity character can not be defined without clarifying the sense and the content of the notion „character“. The notion character indicates the set of substantial properties, features of somebody or something, certain individuality, nature of the person, event or process. If we want to set character of military work activity we have to come out from the fact that this notion will reflect the features, signs and properties characteristic for this activity and express not only substantial and internal relations but also its peculiarities and specific manifestations.

Military work activity content can be defined as summary of elements, aspects and relationships of human activity. In specific form it expresses what man really does, what is the content of his activity. It includes structure and scope of work functions and activities which he does in current work process fulfilling work tasks. It is defined: by level of requirements on human work activity in work process, by the scope of his responsibilities and decision possibilities, by application of physical and intellectual abilities and also by diversity, universality and difficulty of work activities.

Work activities of soldiers can not be understood scholastically and dogmatically. They are only specific base of already mentioned content of military work activity, but only in peace conditions. In war, in real fight situation these activities would be modified and the main kind of soldier activity would became fight activity (army battle) assigning other activities.

Conditions of the military work activity express character of the environment where the activity is implemented and generally are classified as:

- \textit{materially-technical} formed by the level of material, technical and rear enurance of army members (forces),
- \textit{organizational} formed not only by army organization structure but also by the environment description where is specific military activity conducted, e.g. activity description (reglement), setting interrelations, determination of positions and roles etc.,
- \textit{social} formed by elements of complex social enurance of the army members not only during army service but also after the end such as e.g.:
  - \textit{health-hygienic} formed by elements of health and hygienic enurance of specific work activity such as e.g.: safety work system, hygienic facilities, lighting, ventilation, etc.,
  - \textit{culture – esthetic} formed not only by esthetic, material and spiritual works, but also by cultural environment elements such as army traditions, behavior standards, army songs, style of accommodation and catering, style of language use, dressing discipline, etc.,

Relation to the military work activity is formed in specific conditions by influence of specific factors of this activity and other specific characteristics of army members. This relation the most significantly expresses itself as a relation of soldiers to military work activity which includes all spectra of various relations classified in following levels:

- \textit{relation to work activity generally} in this level it is expressed as the relation to the mean of enurance of: basic (primary) life interests and needs, human self-fulfillment and enurance of other cultural (secondary) needs and interests,
- \textit{relation to military profession} in this level is expressed as the relation to peculiarities and specifics of military work activity in society and also as relation to wider social conditions under which the activity is done,
- \textit{relation to military service} in this level is expressed as the relation to specific military activity (activities) done in certain army troop in specific army position, thus in specific (local) conditions.\textsuperscript{19}

The goal of military activity is to ensure the protection of country interests and sovereignty. Understood as kind of work activity (military work) it forms the content of military profession this content is changed by the creation of professional army, but do not fade, on the contrary becomes more important.

The notion "relation" express the fact that between two or several subjects exist certain connection (link, join). The basic notion reflecting mutual social contact or people (social groups or societies) affecting themselves is the notion "social

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\textsuperscript{19} Note: Presented levels of relation to the military work activity do not exist separately, but are interlinked as various aspects of the same social process. Relation to military work activity is formed mainly through the relation to military profession and army service understood as specific operation. Military activity is understood as dynamic aspect of this complex social phenomenon, which the military profession represents.
Social relations are permanent, organic parts of social activities which in these social activities occur and influence them. They connect individual (group) activity and express the fact that individual has influence on others and at the same time under their exposure. Between them is formed social link.

Social relations can be defined as historically changeable forms of social contact with certain content, formed and transformed by active society members (society group) in compliance with overall development and conditioned by society (social group) organization. Social relations are closely connected to social structure of the social group and its activity. They in certain way express the kind of social contact, the kind of social link. They are determining for definition of the level and form of people grouping and are connected with social interaction.

Relations between people can be classified according to various aspects (point of views). According to origin character we recognize spontaneous and inducing relations. According to permanency the relations are: regulative, informational, managing, communicational, etc. Investigating the relations in army (forces) we can meet various kinds of relations. Social structure of the army (forces) and social relation system inside is internally divided into two basic types of social relations. There are relations institutional (in literature presented often as formal) and relations personal (also informal).

- Institutional (formal) relations form system of relations between soldiers defined in official documents (acts, army orders and regulations, captain commands, etc.). Their character is significantly influenced by the content of school (army) functions and requirements on education. Formal relations are precisely described (reglement) and embodied (codified): in exactly determined ways of performance and behavior of army members; in authorities, responsibilities and duties resulting from functional classification in army organization structure and finally by position in work division system in army (military work and specialization and at the same time coordination of military activity).

Institutional (formal) relations can not objectively cover all forms of social contact and activities of such complex social system as the forces represent. Not the broadest and the strictest formalization do manage to really comprehend all real existing relations in the army (in army unit).

Despite of this fact formal relations have irreplaceable importance because they ensure central, coordinated and rational functioning of army (army unit) as whole. They affect positively only providing there do not occur unwarranted modifications or deformation which can inhibit soldier activity and existence of personable selective (informal) relationships.

- Personable selective (informal) relations are formed within formal, institutional structure largely spontaneously on the basis of social-psychological factors (sympathy, antipathy, confidence, social activity, etc.). Initial moment of occurrence of informal relations is a choice of individual with whom there is willingness or interest to carry out certain activity. These relations do not have only emotional aspect. They lean primarily on experiences (rational and empiric aspect). Among soldiers occurs complex net of links, which can not be officially predicted and therefore neither set in standards. However this net objectively affects their performance and behavior and activity of classes (military units). Therefore may not be ignored or even eliminated.

Informal relations occur and develop mainly under conditions where formal structure do not enable to satisfy personal needs and interests of soldiers to the required extent, do not harmonize them with social (group) goals, interests or needs and do not direct them desirably. In such case the interest of individuals and groups and its satisfaction can meet with legal and moral standards. They affect dysfunctional to the sense and the goal of functioning of social group (army, military unit). Informal relations play also relaxation function. Through them student (soldier) abreacts from formal links, their severity and uniformity and renews, gains and finds out certain spiritual balance. These factors have influence on this fact: age and approximate accord of the structure of interests, life experiences, feelings and moods; social environment and long term communication and collective (team) activity character, also the need of confidence and help; structure of personality – emotional identification of individuals (temperament), focus, adaptability, intellectual level, etc.

Formation of good relations in military organization is a main problem of each organization. Sociological investigation primarily its results play an important socio-technical function in this field. Basic factors which to the considerable extend influence the quality of relations in organization belong: effectiveness and

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character of implemented activities; value unity of social group (army, military unit) and finally social cohesion of social group (army, military unit). For soldiers the quality of relations is in military organization and its parts conditioned by social and demographic profile of soldiers, knowledge level, opinions and positions and also socio-psychological characteristics. Except of presented factors the quality of social relations in military organization (military unit) is influenced mediate by its material and personal conditions and not in small rate also relation of army and society, thus prestige of military profession in society.

To the basic assumption of formation of relations in military organization (military unit) belongs: commanders (management of all levels); organization level (military regime); socio-demographic factors (army composition, unit) and finally group atmosphere (public opinion). The result of commander activity is firmly agglutinated military groups (military unit), where prevail relations of understanding and good cooperation in fulfillment of current tasks. This however assume that commanders know except of mentioned military and not-military activities also basic differences between military formal organization (army, military unit) and informal social group (Figure 3).

Resume: The article follows on the fact, that the culture of every social system, including military organization, starts from culture of higher systems. That means that the culture of society in general and culture of organization in particular create pressure on the professional soldier. Military organization intensifies the pressure on its members in order to fulfill the given goal. Spontaneously arisen (uncontrolled) culture of organization namely conservates and continuously reproduces all discrepancies and conflicts, ambiguities and undesired behavior that have participated in creating it. Change of such spontaneously created culture of a given military organization is a long-term process which requires extraordinary effort and much bigger means.

Culture of a given organization is created following the need to constantly fastening social bond of the given organization, which is performed as a constant process of social activities (interaction). In this process there are interpersonal and social relations created, which is the basis for arranging social contacts. That can be considered the basic assumption for the rise of each social bond.

21 Note: Cohesion of social group can be low, middle and high.

- Low cohesion of group is characterized by the fact that group members generally do not know each other yet by names, because frequency of meetings of members is very low. Rules and group norms are in the stage of development and the manager has not started to regulate the group.
- Middle cohesion of the group is characterized by the fact that rules and roles are easily distinguished. Function of manager is clear, meet and respected. Rules provide to the group members protection. The space for openness is safely determined by clear idea of confidence and positive feedback.
- High cohesion is characterized by the fact that the group functions with support of manager but do not depend on his role. Here are manifested evident proves of mutual support. The members of this social group believe to each other and this social group good handle conflict situations.

CHARACTERISTICS OF MILITARY UNIT

To the position is appointed by superior to whom he responds and who can call him off;

Is precisely determined and organized, it features by risk elements, therefore assumes: readiness, discipline, initiative and interest;

Are set directive and informally, not meeting them is sanctioned;

Are formal and determined on the principle of superiority and subordination, at the same time formally occur informal relations characterized by antipathy or indifference.

CHARACTERISTICS OF INFORMAL SOCIAL GROUP

GROUP MANAGER

Determines on the bases of dominant status in group (natural leader) or democratically elected, responds to all group members;

MAIN ACTIVITY

Is done voluntarily, on the basis of interest, often spontaneously, while it is a key, agglutinated factor of social group;

TASKS, GOALS, NORMS, PENALTIES

Result from accord of interests and needs, can or can not be precisely expressed, deviation are tolerated;

RELATIONS

Are largely informal and friendly, based on mutual satisfaction of interests and needs, reciprocity and performance and finally understanding and tolerance.

Figure 3 Military unit and informal social group

References


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