WAYS TO MOTIVATE ADOLESCENT BOYS TO JOIN THE INDIAN ARMY

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ABSTRACT

Indian army is one of the most responsible, prestigious fields to work in. Hearts filled with valour, nationalism and courage serves the Nation's with their utmost honesty and Handwork through the Indian Army. There are many ways through which candidates can join the Indian army like thorough CDS, and SSB. Indeed, joining the Indian army is the most prideful and life-changing decision for any Aspirant. Kids are the future of any country. Showering them with feelings of nationalism and joining the Indian army would help the adolescent boysas well as the country. When boys are motivated and guided to the right path, they often turn an important asset to the country. However, joining the Indian army should always be based on self-decision and thoughts, but we can motivate our boys and give them a perspective to see things. It can help them in choosing what they want to do in life. Although, as we told you earlier, the Indian army is one of the most precocious and prideful professions. So, encouraging the boys to join the army is one of the good things we can do for the society, country and the boys themselves.

KEYWORDS : *Indian Army, Adolescent Boys, Motivate.*

INTRODUCTION

After graduating from college and school, an adolescent boy is in search of himself and is not always sure of what he wants to do with his life. There are several challenges that an adolescent boy faces which lead to an understanding of the causes behind them too ranging from anger, rage, attitudes, character, emotions, failures, fears etc. They have the need for acceptacnce, a need for approval and so much for from others and from themselves. By the time adolescents reach high school, they have been through so much that their decision making abilities are based on emotions and feelings and what inspires/motivates them- an iamge of what they would like to be from what they have encounteres throughout their short period of life. Their focus is further diverred with sex, relationships, acceptance, fashion, money and how to impress their peers. The problem lies on their focus on choices they make on a day to day basis, and most of them cannot handle the pressure in their environment. Most of their ideologies come from what they see and learn around themselves, in a country like India corruption and the lack of initiative from the government is what makes the youth believe that they are the enemy to change the complacent attitude and replace it something more strengthening and vital.

THE INDIAN ARMY

The Indian Army is dealing with a particular issue - insufficient youths are drawn to join the 1.1-million in number power as officials. The lack is part of the way owing to gradual additions every now

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and then, extreme determination systems and troublesome help conditions combined with apparent serious level of hazard implied in enlistment and preparing various strides to draw in youth to the military have been taken. These remember increment for residency of Short Service Commission (SSC) officials from 10 years to 14 years, expanding special roads for officials by executing the A.V. Singh Committee proposals on rebuilding of officials' unit of the Indian Army and executing the ideas of the Sixth Pay Commission report. The deficiency of officials has been tormenting the power for a long time, bringing about unfortunate administration at the unit level. The Army's authorized strength is around 46,600 officials. Armed force authorities characteristic the lack to growth in force levels now and again and say that as a profession choice the occupation is portrayed by difficulty as agitated life, interruption of kids' schooling, risk factor and exiting the workforce age. Consistently around 600 officials resign as Lt. Colonels and Colonels at 54 years old. The adolescents feel persuaded to join however their inspiration level goes down when they examine the Army as a lifelong choice with their folks. Expectation of the studio is to connect with guardians. Gambles are wherever yet in the military these are overseen well. With its adage of "Live for some different option from pass on in vain", the Army is arranging serious exposure crusades focusing on both metropolitan and country regions. Various "Picture projection crusades" have been sent off by the enrollment directorate to draw in quality youth and spread mindfulness about the "Military as a vocation".

This article is to motivate the adolescent boys to feel optimistic and capable enough to join the Indian Army. The major goal of this article is to highlight the potential relevance of their potential by creating self-awareness in becoming more effective in dealing with anxiety ridden situations and circumstances and motivating them to join the Indian Army.

THEORIES OF MOTIVATION
Maslow's hierarchy of needs.
Abraham Maslow was a clinical psychologist who gave the first needs theory or the theory of personal adjustment in 1935; his premise was that if people grew up in an environment where their needs are not met, they are unlikely to function as healthy and well adjusted individuals. Maslow gave five types of needs which are activated hierarchically, which means that the lower order needs must be fulfilled to reach the higher order needs. These needs are:

Physiological Needs: This is the lowest order need specified by Maslow and it refers to the basic biological drives and needs like food, shelter, air and water.

Safety Needs: This is the second in the needs, which refers to having a secure environment free from physical or psychological harm.

Social Needs: This is the need to be facilitative to have friends, to be loved and to be accepted by other people.

Esteem Needs: The esteem level represents the higher needs of individuals. The need for power, achievement, and status can be considered part of this level.

Need for Self-Actualization: This level represents the culmination of all the intermediate, higher needs of individuals. People who have become self-actualized are self-fulfilled and have realized all their potential.

Maslow did not intend that his needs hierarchy be directly applied to work motivation. His theory has often been uncritically accepted by writers of management textbooks and by practitioners. Unfortunately, the limited research that has been conducted lends little empirical support to the theory. (Santrock, 2001)

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HERZBERG'S TWO-FACTOR THEORY OF MOTIVATION.

According to this theory job satisfiers are related to job content and the job dissatisfies are allied to job context. Herzberg labeled the satisfiers as motivators, and he called the dissatisfies as hygiene factors. The term hygiene factors are those that prevent dissatisfaction. Hygiene factors are the company policy and administration, supervision, technical, salary, interpersonal relations, supervisor, and working conditions. The motivators include the achievement, recognition, work it-self, responsibility and advancement. Taken together, the motivators and the hygiene factors are known as Herzberg's two-factor theory of motivation.(Santrock, 2001)

PROCESS THEORIES.

The process theories are more concerned with cognitive antecedents that go into motivation or effort and with the way they relate to one another. It also helps in understanding the complex process involved in work motivation.(Santrock, 2001)

VROOM'S EXPECTANCY THEORY OF MOTIVATION.

By Valence, Vroom means the strength of an individual's preference for a particular outcome. It includes the value, incentive, attitude, and expected utility. A valence of zero occurs when the individual is indifferent toward the outcome; the valence is negative when the individual prefers not attaining the outcome to attaining it. Another major input is 'instrumentality' of the first-level outcome in obtaining a desired second-level outcome. For example, a person would be motivated toward superior performance because of the desire to be promoted. The superior performance (first-level outcome) is seen as being instrumental obtaining a promotion (second-level outcome). The strength of the motivation to perform a certain act will depend on the sum of products of the valencies for the outcomes (which include instrumentality) times the expectancies. His theory is like marginal analysis in economics. Business people do not actually calculate the point where marginal cost equals marginal revenue. Likewise, the expectancy theory attempts only to mirror the complex motivational process; it does not attempt to describe how motivational decisions are actually made or to solve actual motivational problems facing a manager.(Santrock, 2001)

THE PORTER-LAWLER MODEL.

Porter and Lawler start with the premise that motivation (efforts or force) does not equal satisfaction or performance. According to them motivation, satisfaction and performance are all separate variables and relate in ways different from what was traditionally assumed. They suggested that the following barriers must be overcome:
– Doubts about ability, skill, or knowledge.
– The physical or practical possibility of the job.
– The interdependence of the job with other people or activities.
– Ambiguity surrounding the job requirements.

Managers may also take advantage of this 'process' motivational approach by considering the use of nonmonetary rewards for performance. Many times workers may be inspired by being given first choice in selecting weeks for vacation, being allowed to choose when they will go to lunch (ahead of lower performance), and being awarded certificates or "employee of the month" parking spaces. (Santrock, 2001)

MOTIVATION AND JOB SATISFACTION

Job satisfaction refers to the feelings and attitudes one holds about one's job. It depends on many work-related factors, ranging from assigned parking space to the sense of fulfillment from daily tasks. Personal factors like age, health, length of work experience, family and other social relations can also influence job satisfaction. A worker with better job satisfaction tends to be better adjusted on the job, in his home and in social and emotional arenas. A satisfied worker will also have a positive attitude towards his work and will try to avoid being absent from work. Decrease in worker absenteeism will

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help the organization function better. Thus, job satisfaction of the individual contributes to organization benefits.(Santrock, 2001)

MOTIVATION AND JOB INVOLVEMENT

Closely related to motivation and job satisfaction is job involvement. Job involvement is the intensity of a person's psychological identification or the job. Usually, the higher one's identification or involvement the greater is the job satisfaction. Job involvement is an important factor for an organization's effectiveness and therefore in the emerging competitive environment, it has achieved considered significance. (Santrock, 2001)

MOTIVATIONAL DIFFERENCE ACROSS CULTURES

One explanation regarding motivational differences between cultures may come from religious and their accompanying values. Differing religious values may have an indirect and in some cases, a direct impact on the motivational patterns of various individuals. Hence it is crucial to integrate various religious values and attitudes with approaches that are conductive to success in high-growth market economics. Another factor that may contribute to motivational differences is related to the cultural values associated with avoiding ambiguity and uncertainty, they may be motivated quite differently from those who prefer know what is going on. A third factor that contributes to motivational differences in culture is power distance, empowerment as a managerial style would be more accepted and motivational in countries where small power distance exists. For over a decade, research has examined, differences in motivational cross-culturally by assessing a number of variables. These includes degrees of work ethic, managerial feelings regarding the components of Theory X (Autocratic Styles) and Theory Y (Democratic Styles), competitiveness, propensity for saving valuation of money, achievement through conformity, locus of control, needs for achievement, affiliation, dominance and autonomy. Many of these factors and motives tend to strongly vary by country or religion, gender and the economic conditions in a given culture. (Santrock, 2001).

CONCLUSION -

Overall, choosing a career path is a self-made choice. Although the Indian army is just not a career option, it is a mixture of courage, valour, sacrifice and professionalism. Holding a dream to join the Indian army is one of the bravest and important decisions. Boys should be motivated to join the Indian army through the above-mentioned ways. It is also significant to understand that joining the Indian army is just not enough, one should be cultivated with the values of sacrifice, pride and professionalism. Support your kid's dreams and encourage them to do the best for themselves and the country.

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