Abstract

This study aims to examine what difficulties and task stress factors the actual female soldiers have in carrying out their duties. Now is the time to come up with qualitative development and improvement measures for women soldiers. So the scope of this study was actually interviewed by non-commissioned women officers, especially the 125 female staffs of the Navy and Marine Corps. Interviews have led to the biggest job stress factor, aimed at identifying and improving what factors exist.

Interviews showed that the biggest job-stress factors are stereotypes about women, male-centered military culture, professional anxiety caused by unpredictable long-term service problems, and other problems of job stress from soldiers and their relationship with their successor, as well as pregnancy and child care from marriage. These job-stress factors have led to a relatively large drop in job satisfaction.

The study shows meaningful results that it can be used as a reference to understand job stress factors of non-commissioned women officers. And this research will give some implication to making defense policy focusing on the women officers and non-commissioned office.

[Keywords] Job Stress, Non-Commissioned Women Officers, Military Culture, Stress Factors, Leadership

1. Introduction

As many issues related to the military and women have recently become issues, statistics from the 2010 census show that the population of elderly people is increasing while younger people continue to decline, and that the discussion on whether to secure proper active military service by the Defense Reform 2020 will be possible, and that the revival of the military occupation system, which has been suspended since 1999 due to the Constitutional Court’s ruling on the constitution.

In addition, people living in the modern society are in a complex social environment that is not in traditional society through business and social life in an environment surrounding them, resulting in various stress, illness and psychological pressure. This is a phenomenon in which people living in all modern times are treated, and the women in our army are no exception. The background of this study is as follows.

First, Korean women have a short history of more than 60 years and plan to gradually increase the proportion of women to 5.7% by 2020. Qualitative satisfaction is also important, not just the increase in number of women. This is meaningful because it is a research that can be used as a useful reference material to investigate what job stress factors that petty women officers feel in their skin actually and to find out the development plan for the women soldiers with the results in them.
Second, in this social environment, where the female soldiers continue to increase and the role of the women soldier is increasing, the women soldiers are satisfied with their jobs and if they are not satisfied with the job, the concept of stress is generally regarded as a negative beginning.

The definition of stress in this paper is a psychological definition for petty women officers from a general point of view. It is defined as a cognitive concept that causes physical illness and problems and plays a negative role in job satisfaction. The results of this study can be summarized as follows. More active and practical efforts are being made in our society to improve women’s social participation more actively than ever before in areas where their roles and status are relatively small.

In the military, women soldiers’ workforce is gradually expanding, and the Ministry of Defense and each army are already planning to expand the use of long-term women soldiers. The proportion of women soldiers (officers and non-commissioned officers) in our armed forces is 3.9% in 2009 and plans to gradually increase to 5.7% by 2020. Nonetheless, there are relatively few studies on women soldiers who are the foundation for the growth and development of the ROK military.

But now the women soldiers are growing steadily.

So the purpose of this study is to investigate the job stress and job satisfaction of petty women officers and to analyze the characteristics of job stress factors felt by petty women officers(navy and marine corps) in this study.

In order to be a women soldiers are capable of contributing to the upbringing of 21st century advanced elite. There is a reason to purpose to help them.

The scope of this study was mainly focused on female navy and marine corps’ petty officers who were between 1 and 3 years, which are considered to be the lowest rank among the female navy and marines.

And the research was limited. The women servants felt that they were in a poor environment compared to the officers of the women’s army, and that there was a great difference in the sense of distance.

They felt when they actually chose to be first women. It is the result of an interview with actual navy(80 petty women officers) and marines (45 petty women officers). If you have more than 3 years after your appointment, you are applying for a long term application and one year of service extension. Many of the petty women officers who came in with dreams of a professional soldiers were hoping for a discharge. If so, why? We will analyze and study whether the cultural and environmental factors of the armed forces cause job stress to make them unable to fulfill their job satisfaction.

In this study, data on job stress and job satisfaction were made by using exploratory method focusing on the literature. In addition, actual interviews were conducted with the sergeants of the Navy(80 persons) and Marines(45 persons). As a result of the interviews, what was the job stress felt by the women in their actual job and how this job stress affected the job satisfaction. And this study reveals that the women themselves are the reference materials to help them to re- recognize the environment and situation of women and to be able to cope more wisely in the new generation soldiers and changing military culture. It is still a small number of females, but it is helpful not to leave the army because it is vague and difficult, but to find out what the root cause is and how to overcome such a cause.

Finally, the expected effect of this study is to help women find out what their job stress factors are and to find ways to overcome such conflict factors.

In addition, the strength of their inherent leadership qualities will become a reference study material that will help them to demonstrate and improve their leadership as female petty officers by further developing and weakness.

2. Theoretical Consideration of Job Stress

2.1. Significance of job stress
According to the World Health Organization (WHO), the stress is a physiological phenomenon that occurs in the minds of the mind. Each body of the body has stressed that it does not bear the burden of stress, and by imposing excessive burden on the body function. Stress was called an abnormal phenomenon of function caused by.

The word stress came from the Latin stringer, "Draw Tight," which was first used in the 14th century.

In the 17th century, it was often used to mean hardship, straits, adversity, or affliction. In the 18th century, pressure, pressure, strain). Or a lot of effort(strong effort), etc. However, by the 20th century, I began to study the effects of stress on human physical and mental health. In the 1920s, Walter Cannon looked at the balance of life, the reverse function of decay, the effects and collapse of stress. Humans tend to keep a circle about external stimuli, which is called homeostasis. When external stimuli strike a balance, it causes a sensitive response to the adrenal medulla and sympathetic nervous system, which leads to changes in the body[1].

In recent years, it has been argued that stress can’t be regarded as negative or positive in itself. However, when we look at the overall concept definition above, it can be said that stress is a mental or physical negative influence that people feel from the outside.

In the 20th century, the stress of modern meaning became the domain of psychology and medical research. Cannon and Selye tried to define stress as an external force acting on a system[1][2][3].

It is largely due to the pioneering work of Cannon conceptualizes stress as a mechanism that interferes with the maintenance of homeostasis for the first time using the concept of "emotional stress", and Selye refers to a set of physical defenses organized against some form of noxious stimulus[3].

This stress and job stress are mainly studied in fields of medicine, physiology, psychology, etc., and they become a general concept as they are systematically studied in the field of business administration, industrial psychology, and behavioral science.

Job stress has been regarded as a main area of interest in organizational behavior research because it directly and indirectly influences organizational performance as well as organizational behavior and performance. In the early stages of job stress research, the focus was on defining the concept of job stress.

As the study was activated, studies have been conducted to derive the causes and the outcome variables of task stress and to establish the relationship between these variables.

Researchers such as Margolis (1974) define task stress as a negative result caused by overwork, role conflicts, role-playing, poor working conditions, and job environment that threatens individuals, among other things, by destroying their psychological and physiological constancy[4]. Hellriegel & Slocumm conceptualize task stress as a physiological and psychological reaction of individuals caused by environmental factors[5]. Cha & Won defined task stress as an unbalanced condition that results from differences between organizational desires and the ability of individuals to perceive the subject[6].

French & Roger & Cobb defined a task stress as a state in which an individual's characteristics and abilities are inadequate to the needs of the environment and the job environment is not suitable for the needs of the individual[7].

In this context, Han also defined task stress as a psychological and physical tension that results from a mismatch between an individual's ability to meet the demands of a job performance and the degree to which the job environment can satisfy an individual's needs[8].

Ha & Kwon argued that by summing up prior research on task stress, task stress can be understood through the concept of external stimuli affecting individuals, personal physical and psychological reactions to the external environment, and perception or evaluation that organizational members have about interactions with the internal and external environments of the organization[9].

### 2.2. Theoretical Model of Job Stress
The theoretical models that shed light on the nature of task stress have been developed in a wide variety of ways, since task stress is linked to task satisfaction or organizational immersion, and the choice of a theoretical specific model of stress in the study of how stress affects organizational task satisfaction or immersion can result in different outcomes in explaining task stress and task satisfaction[10].

Therefore, among the theoretical models of stress, we will look at the occupational model of House, the traditional research model that can be used in relation to organization, and the social environment model of French & Kahn, the process model of McGrath and the integrated model of Ivancevich [11][12][13].

This research will refer to the integrated model of Ivancevich among each model. It is because although the job model, social environment model, and process model of a house have contributed greatly to the development of stress model as a traditional stress research model, there is also a limitation. In this paper, researchers will look at the causes, processes and results of task stress through the integrated model of Ivancevich, which is evaluated as the most representative model of stress among them[13].

First, House(1974) developed a stress model that focused on the consequences(physical/cognitive, just/behavior) arising from the response of interaction between social conditions and personal characteristics. The solid lines in the figure below represent the assumed causal relationship between each variable. And the dotted lines that are coming out of condition variables (personal characteristics/social conditions) mean that they interact with the variables of the solid and the dotted lines at each stage where the stress occurs[10].

House argues that the degree of stress is determined by the ability or desire of each individual and the interaction of values and social environments with their peers, and that the consequences resulting from stress-inducing social conditions and stress are controlled by the perception of the individual's situation. And perceived stress depends on both personal and social variables that are context variables. The result is that they exhibit physiological, cognitive, and behavioral reactions caused by perceived stress, not only a specific framework for the variables on task stress but presenting models at a general level[10].

Second, with the model presented by French & Kahn(1962), the relationship and hypothesis with each variable are arrowheads, and the direction of causal relationship is indicated. The anomaly, consisting of six sub parameters, well describes the health effects of tasks, and suggests that relationships between objective and subjective environments, subjective environment and tension, and reference to tension and health are all coordinated by personal characteristics and social support[11].

This model attempts to integrate medical and behavioral approaches through task-stress research, and is a model that attempts to validate against people with different jobs present in industrial sites. However, Lee is criticized for not having detailed discussions on how the family environment affects the model, including the economic conditions of individuals, performance parts that are important to non-organizational variables such as general social economy and managers.

Third, McGrath viewed the occurrence of stress as a four-step cycle, focusing on the individual's process in recognizing the causes and consequences of stress, whose model stems from conditions or circumstances in the social and physical environment. If the situation or condition is perceived to result in undesirable features if not corrected, the situation becomes a stress situation[12].

Therefore, individuals who perceive stress react to change their environment. Immune types are identified as a series of processes in which individuals interact with the environment, and contribute to stress research, especially by defining the objective situations that cause stress and placing importance on the individual's cognitive and evaluation processes. However, there is no effort to integrate medical and behavioral variables, and the problem is that it overlooks
the factors that affect the overall process of forming the model.

Fourth, Ivancevich et al. presented a stress model that incorporated the existing model from an administrator's perspective. They constructed variables such as interpreting or evaluating the extent to which the preceding factors in a stress situation, called stressors, the effects or reactions of the actions of the stressor, and concluding (performance) of these results, and also adjusting variables that affect the interaction between stressors, perception, results, and performance. Immortals include all theoretical, intuitive, and empirical fields. It also includes the physical environment and individuals, groups, and organizational variables as variables within the organization. This means that neither variable is more important or less important than the others. While immovable figures have so far failed to give clear results on the relationship between physiological and behavioral outcomes, or on the relationship between behavioral outcomes and various health criteria, the interrelationships between the two are important in terms of management[13].

This is because it is available as a framework for dredging that can maintain or develop the state of the tissue that can reduce inefficiency stressors.

The theories that have so far described stress cannot be fully explained because they have been discussing it exclusively on a biological basis or on a psychological and cognitive level. However, the overall occurrence, recognition, outcome, and response to stress will require an explanation of each step to develop a discussion of the correct task stress.

Therefore, Ivancesvich, & Matheson referred to the integrated stress model of Ivancevich that accommodates those parts as much as possible. Let's take a look at some of the stress-causing factors that cause job stress for female Navy, Marine Corps, and female officers, and how task stress as a result affects job satisfaction[13].

This study was conducted one to three years after the non-commissioned officers (so-called petty officers) of the navy (80 persons) Marine Corps (45 persons), and 120 single women's age were 20 to 31 years old and twelve among them were married. This research was to show the task stress factors of military members. The interview was conducted on one of the methods of qualitative research. Interviews were conducted to find out what cognitive job stress factors naval, marine, and female soldiers felt and how satisfied they were. The interview period is from 8th March 2016 to 26th September 2018.

In fact, the interview showed that the first and most influential factor among the job stress factors of female soldiers was stereotyping women, the second was male-centered military culture, and the third thought of anxiety about the future due to unpredictable long-term military service bias as the biggest task stress factor.

Moreover they included job-stress and marriage-related pregnancies with soldiers and their successors. I want to focus on this because most of the comments and interviews were stereotypes about women.

Due to this task stress, female staff members interviewed for this study were relatively less satisfied with their duties. Are you satisfied with your current job among 125 people? (Very agree - agree – so so - disagree –very disagree) 83 persons answered agree, 21 said disagree, and 10 said very disagree, and only 11 said very agree they were satisfied with their job. Of course, he asked questions about female soldiers between one and three years after his appointment, so he revealed that there could be limitations in answering because it is a time when he is beginning to learn his job.

The job stress factors of female noncommissioned officers who analyzed the results of the interview. Through the actual interview, the stereotypes about female soldiers were the biggest task stress factor that female noncommissioned officers felt, and if you analyze them, they were able to come up with seven major tasks.

And petty women officers are considered weak leadership. As a soldier, petty women officers who show characteristics such as "bare" and

3. Research Methods and Results
"same" leadership tend to be considered relatively weak because leadership is often judged to have leadership when it shows traditional leadership of masculine style, such as charisma and strong authority.

And also it was lacking in military spirit. In a common saying, "The military is out." Even if the South Korean military is given orders that seem difficult to implement, it says, "Yes, I see it," and then it lives and immediately executes the instructions. Later, facing difficulties, she asked her seniors and colleagues how she could overcome the difficulties, but she was often told that she had a tendency to consider the environmental (given time, manpower, resource elements, etc.) conditions to carry out the task at her command, which made her feel "lack of military spirit" compared to the South.

It’s not organized. With the stereotype that organizations place more importance on individuals and their own family life than on the thoughts and actions of organizations, departments and units, the women tend to think that they are weaker when it comes to the question of whether they can put down what they are and devote themselves to the organization.

Loyalty goes down. The female soldier felt it was difficult because there was a stereotype about the South Korean military's lack of loyalty to its superiors and organizations. It is not able to cope with a crisis. The petty women officers themselves were aware that they believed that the women were less able to cope with emergencies, such as crisis situations, war and war-like situations. A weak mind leads to a relationship with a person and the break-up is not accurate or strict. Women themselves recognized the stereotype that when their subordinates did something wrong, they could not discipline or scold them strictly and decisively, and that when they face each other despite knowing what they did, they were too weak to provoke them. As a practical person, they believed that while their work skills were outstanding, the more they were promoted, the less their organization's non-provisioning capabilities, including required load management.

And also they have a vague fear of the future and this has emerged as a job-stress factor which has made female noncommissioned officers unable to satisfy their duties. It went further, and 45 of 125 female soldiers were found to have participated in interviews to decide to be discharged from the military and prepare to move. Because of the peculiarity of military culture consisting of male-centered class society, there were times when they were given task stress because they could not adapt to military culture.

As suggested in Ivancevich’s integrated stress model, job stress is the leading cause of stress, resulting in higher blood pressure, physical symptoms such as indigestion, chronic headache and lower blood pressure, and, as a result, lower overall satisfaction level of the life was felt by the women. The solution suggested by the female soldiers themselves[13].

During the interview, the female soldiers interviewed talked about the job-stress factors but also recognized their own solutions. The solutions are as follows.

First, stereotypes are also an opportunity to change people's minds. Through dialogue with the South Korean military, they should talk first, talk to soldiers, and try to attend the meeting without missing out on the general affairs. In other words, they said that it would be better to show a hard-working attitude and gradually discredit stereotypes about women.

Second, we should try to find out for ourselves what the strengths of a female soldier are and really display them as their own strengths. In other words, he should not give up his personal relationship, being unconvinced by rumors or other people's views.

Third, try to have a positive mind that tries to laugh rather than cry. They say that it is important to be able to discard the prejudice that women lack interpersonal relations, to show that they recognize each other and act on their own, and to live faithfully.

Fourth, women themselves should not be tied up in stereotypes about women who they think they are. They should avoid negotiating with themselves, which naturally limits their work by acting as assistants to the South Korean soldiers,
and they need aspirations to present their opinions broadly and be confident of their will.

Finally, he did not forget his initial thoughts, saying that he could alleviate much of the job-stress he felt as a female soldier if he thought about why he chose the path of a female soldier, thought about it, and tried to have a positive attitude with a vision of the future as a female soldier. He also expressed his opinion that it is important to abandon the sense of damage and act confidently.

4. Conclusions and Suggestions

While increasing the number of female soldiers is important, it is time for the military to look at the difficulties and job stress factors in the actual performance of female soldiers and come up with qualitative development and improvement measures for female soldiers. At this point, the study is meaningful in that it is the beginning of this study.

The scope of this study was actually interviewed by women, especially the 125 female staff of the Navy Marine Corps. Interviews have shown that the biggest job-stress factors are stereotypes about women, male-centered military culture, professional anxiety caused by unpredictable long-term service problems, and other problems of job stress from soldiers and their relationship with their successor, as well as pregnancy and child care from marriage. These job-stress factors have led to a relatively large drop in job satisfaction.

Kim investigated and researched the perception of the qualitative effects of the increase in the number of female soldiers in the special organization of the military. According to the analysis by distinguishing it from the qualitative aspects of the increasing number of female soldiers, namely functional, cultural, and compensatory effects, many of the respondents said that there was no more positive or change than negative answers on all indicators. But parts of functional effects, such as confidence in victory or mental strength, that could achieve the original goal of the military organization or contribute to a "strong military," turned out to be negative perceptions. These results mean that while the views and efforts that our military should have a democratic and open atmosphere continue to be made, stereotypes about women still remain an issue that needs to be improved[14].

The limitations of this study include interview groups. They did interviews with non-commissioned officers of the Navy and Marine Corps for one to three years after their appointment, so they cannot represent the entire female military. Therefore, there is a limit to what the female military as a whole feels is a task stress factor, and there is a possibility of errors in the answers. However, the study may be meaningful in that it can be used as a reference material to help good talent advance the career path by identifying what job stress factors women are actually feeling at a time when the numbers are increasing.

It is also necessary to establish objective indicators to make interview groups more diverse and to clearly identify causality, and to study causality through them, to the extent of female task stress factors, task satisfaction and relationship to task immersion. Also, the various angles of development in which women can grow and develop in our military will have to be studied in the future.

5. References

5.1. Journal articles

5.2. Books


5.3. Conference proceedings


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