Abstract. The hypothesis of study: there are statistically significant differences in the motivational and volitional sphere of transport police officers in command and civilian positions. This is due to the specifics of the professional activities of employees of command positions: the importance of goals, high requirements for stress resistance, personal reliability, discipline, endurance. This requires high motivation and strong-willed endurance. The study involved 44 employees of the East-Siberian Linear department of the Ministry of Internal Affairs of the Russian Federation on transport aged 26 to 42 years, all men. Of these, 22 are employees who hold command positions, 22 are employees who hold civilian positions. The results of the study confirm the hypothesis. The motivational and volitional sphere of employees of command and civilian positions of the transport police has statistically significant differences: for citizens, comfort and good conditions are important for a sense of well-being at work. Whereas employees of command positions prefer to realize in the profession through the opportunity to be useful to people and help them.

1 Introduction

In the study we consider category of professions that have their own specific features: the special social significance of the goals and objectives of professional activity, the fulfillment of which is associated with high responsibility; clear, statutory, legal regulation of all aspects of activity, and this is strict subordination of relationships, discipline, internal order, the need for high psychophysiological endurance associated with the absence of fixed working hours, etc. The effectiveness of the transport police is also reflected in the level of infrastructure functioning and affects the infrastructural adaptability of the region [1].

The professional activity of transport police officers is characterized by the presence of diverse and complex tasks and, as a consequence, a variety of cognitive and behavioral reactions. The effectiveness of the professional activity of representatives of such professions is closely related to the development of the motivational and volitional sphere. Courage, self-determination, self-efficacy, resistance to the effects of road danger [2,3,4], confident and successful actions are the manifestation of a socially, morally and professionally mature
person who is ready for risk, does not give in to difficulties, knows them, is well trained to overcome them and stubbornly achieves the goal.

Knowing what motivates employees in their official activities, what motivates them to work, what motives underlie their actions, you can try to develop [5] an effective system of forms and methods of management, develop proposals for creating optimal conditions under which maximum labor return will be ensured [6]. Therefore, in our opinion, it is worth paying great attention to the study of the motivational and volitional sphere of transport police officers. This determines the relevance of the research topic.

The motivational-volitional sphere of personality is a set of interdependent motivational formations and volitional qualities [7], which represent a multilevel hierarchically organized and sufficiently integrated holistic personal system [8]. Depending on the age and maturity of the individual, this system has more or less difficult organization.

The formation of the motivational-volitional sphere can be judged by a number of characteristics possessed by its structural components [9]. Thus, the leading characteristic of the motivational component is its hierarchization, that is, subordination of motives and other motivational formations in meaning and significance. At the same time, according to A.N. Leontiev, the motivational hierarchy is not just and not only a chain of motives, but several multilevel ones that increase in importance closer to the top [10]. In addition, such a characteristic of the motivational sphere is its flexibility. This parameter determines how wide the range of options for the implementation of one subjectively valuable motive is. The same motive, respectively, can manifest itself in a variety of purposeful actions, which are adjusted as they progress.

In the concept of purposeful behavior by R.P. Bagozzi, there is also an insufficiently clear distinction between the processes of motivation, intention, will and emotions. This concept has similarities with model of X. Heckhausen and P. Golvitzer about motivational stages including the stage of preparation for decision-making and the stage of initiation of action [11].

Thus, in the motivational process, along with motivational formations that make a choice of one motive from simultaneously existing ones, volitional formations that are responsible for the implementation of the preferred course of action are also distinguished. The realization of the motive is accompanied by volitional tension.

Volitional action in its essence will always be intentional, involves choice and decision-making [8]. The process of performing a volitional action is not accompanied by pleasure. However, after achieving the desired result, there is an increase in a positive emotional background, the emergence of moral satisfaction, faith in one's abilities.

At the initial stage, a person has a desire to do something, a goal is formulated. It is worth noting that there may be several motives and desires for one goal. But if we talk about a full-fledged volitional act, then it is characterized by the desire for something important coincides with the understanding of the need to apply certain actions that are significant for achieving the goal, but not attractive to a person, efforts that require tension. Further, at the onset of the decision-making stage, there is a volitional effort in the specific form of emotional stress that mobilizes the internal resources of a person, strengthening the motivation to achieve the goal. This is especially important at the moment when a person is trying to delve into the characteristic details of the activity and at the stage of decreasing efficiency and motivation, when, for example, he is forced to resist fatigue.

Any volitional act is characterized by two functions – motivation and inhibition. In this regard, we can talk about the strong-willed qualities necessary both for mobilizing desired actions and for inhibiting undesirable ones.

It is common for many researchers to focus on its motivational component, studying the will. According to D. Priestley, there is always a reason for a person to manifest his will, since his aspirations for action are always determined by motives [12].
Thus, motivation and will act as interrelated parts of a single system that allows you to regulate human behavior. If there is a lack of motivation, the will increases the importance of the upcoming activity, through volitional actions provides a conscious searching for additional motivation resources.

A number of studies have noted the special role of motivation and will in professional activity in extreme conditions. Thus, Yu.V. Bessonova, analyzing the specifics of the professional motivation of employees of the Ministry of Emergency Situations of Russia, found that the leading goals of the professional activity of rescuers are to achieve high social status and professional results, self-knowledge, personal and professional improvement. According to the results of Yu.V. Bessonova, the more experienced the employees, the higher the emotional stability, personality internality and volitional self-control [13].

Purposeful strengthening of motivational and volitional qualities of employees of transport professions ensures stable and reliable performance of professional tasks [14]. The high development of the characteristics of the motivational and volitional sphere is a necessary condition for the success of professional activity in complicated conditions.

Professional activity in complicated conditions is characterized by special working conditions, expressed in the unpredictability of its situation and outcome, the danger and power that accompanies it [15]. Professional activity in complicated conditions requires an employee to be ready to sacrifice habitual contacts with family members and close people, the ability to overcome difficulties, be ready for them, make important decisions in difficult conditions, and willingness to take risks [16]. An employee in such an activity is required to make decisions quickly and clearly, on which people's lives may depend. It requires readiness for extreme or near-extreme stress of biological, psychophysiological and mental functions [17].

In dangerous situations arising in official activity, mental stress increases so much that it can cause fatigue, emotional exhaustion, burnout, ineffective performance of professional tasks, affective reactions, increased deviant behaviors, violation of labor discipline, irritability, aggressiveness and conflict, poor physical health, suicidal tendencies [18, 19].

Thus, complicated factors negatively affect the physiological, mental, psychological, social level of specialists. These factors contribute to the development of negative functional states that disorganize activities, destroying the regulatory role of the "goal image", reducing the level of forecasting, complicating decision-making processes and their implementation.

It can be concluded that transport police officers must meet the requirements for working in dangerous conditions, be psychologically ready to mobilize motivational and volitional resources in a difficult situation.

2 Research methodology

The purpose of the study: to find features of the motivational and volitional sphere of transport police officers.

The object of research is the motivational and volitional sphere of personality.

The subject of the study is to find the features of the motivational and volitional sphere of transport police officers.

The hypothesis of the study: there will be statistically significant differences in the motivational and volitional sphere of transport police officers in command and civilian positions.

Methods techniques:
1. The methodology of "Studying the motivational profile of a person" (Sh. Ritchie and P. Martin)
2. Test questionnaire "Study of volitional self-regulation" by A.V. Zverkov and E.V. Eidman.
To identify differences in the parameters of the motivational-volitional sphere between the two groups of subjects the nonparametric Mann-Whitney U-test was used.

The research base. The study was conducted on the basis of the East-Siberian Linear department of the Ministry of Internal Affairs of the Russian Federation on Transport. The study involved 44 employees, aged 26 to 42 years, all men. Of these, 22 are employees who hold command positions, 22 are employees who hold civilian positions. All employees have higher education.

3 Results

The motivational sphere was studied from the perspective of needs indicating motivational trends in professional activity. The data obtained are shown in Figure 1.

![Motivational profile of employees.](image)

Figure 1 shows that the most pronounced needs of employees in command positions are "the need for influence and power" (8.6), "the need for interesting work" (8.4). The least pronounced are "the need for good working conditions" (5.4), "the need to gain recognition" (4.6).

The data obtained indicate that the motivational sphere of such employees is dominated by needs that indicate an interest in the work from the position of its content and significance for the surrounding people and society. The understanding that work is beneficial, the belief that the activity that has to be engaged in is characterized by society as important, motivates these employees to even greater returns in work. At the same time, the possibility of competition in professional activity, coupled with the desire and desire to develop in terms of career and professional growth, also motivates employees.

It is worth noting that the motivational profile of employees in command positions is complemented by a low need for good working conditions, which indicates that employees are not particularly demanding in terms of comfort and convenience in the workplace, or in the process of performing professional tasks. It can also be noted that they do not need the approval of colleagues or superiors, are capable of taking initiative, making independent decisions.
The most pronounced needs of employees of civilian positions are "the need for self-improvement" (8,1). The least pronounced is the "need for interesting work" (5,3) and the "need for social contacts" (3,2).

The data obtained indicate that in the motivational sphere of employees of civil positions, needs prevail, which are expressed in the assessment of the well-being and success of their work through the possibility of personal growth, development, professional development, qualification. At the same time, it does not matter for employees what kind of burden their work carries in terms of significance, importance and benefit to society, as well as satisfaction with the working conditions of such employees does not depend on the desire to constantly maintain social contacts, often and closely interact with work colleagues or partners.

It can be assumed that the received motivational profile of employees of the Armed Forces of the Ministry of Internal Affairs of Russia in transport is due to the specifics of their professional activities and official positions.

Next, let's look at the results of studying the volitional sphere of employees. The general level of volitional self-regulation is shown in Figure 2.

![Fig. 2. The general level of volitional self-regulation of employees (%).](image)

Figure 2 shows that the predominant number of employees, both command positions (93.18%) and civilian positions (63.63%), have a high level of volitional self-regulation. Such employees are distinguished by calmness, self-confidence, stability of intentions, realistic views, a developed sense of self-duty. It can be assumed that such employees reflect personal motives well, systematically, consistently implement the intentions that have arisen, are able to distribute efforts and are able to control their actions, are inclined to make independent decisions, confidently cope with tasks, structure and plan their activities, control their behavior and emotional reactions arising in it.

At 6.82% of employees of command and 36.36% of civilian positions, a low level of volitional self-regulation was revealed. Such employees are characterized by personal immaturity, dependence, self-doubt, poor ability to plan activities, reduced activity and self-control, impulsiveness and instability of views, interests, intentions. Such employees most often make decisions with the support of a more experienced mentor or colleague, are not inclined to take the initiative, they are poorly given to plan their activities, allocate time and other resources when performing professional tasks.

The distribution of employees according to the severity of the level of perseverance and self-control is shown in Figure 3.
As can be seen from Figure 3, a high level of perseverance is characteristic of both the majority of command (86.4%) and civilian (68.2%) positions. It can be said that such employees are distinguished by a steady desire to complete the work they have begun, to achieve their goals, despite the obstacles and difficulties that arise. Figure 3 also shows that the majority of command (91%) and civilian (54.5%) positions of employees are characterized by a high level of self-control. We can say that such employees tend to show determination, endurance, are able to control their emotional reactions and actions.

Next, we will consider the results of a comparative analysis of the severity of indicators of cognitive and motivational-volitional spheres of employees of command and civilian positions. These data are presented in Table 1.

**Table 1.** Statistical significance of differences in the parameters of motivational-volitional spheres of employees of command and civilian positions.

<table>
<thead>
<tr>
<th>Parameters</th>
<th>Command positions</th>
<th>Civilian positions</th>
<th>U</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Needs for high wages</td>
<td>6.7</td>
<td>6.8</td>
<td>63</td>
<td>no differences</td>
</tr>
<tr>
<td>Needs for good working conditions</td>
<td>5.4</td>
<td>7.3</td>
<td>42</td>
<td>0.05</td>
</tr>
<tr>
<td>Needs for a clear structuring of work</td>
<td>5.8</td>
<td>7.6</td>
<td>39</td>
<td>0.05</td>
</tr>
<tr>
<td>Needs for social contacts</td>
<td>6.4</td>
<td>3.2</td>
<td>14</td>
<td>0.01</td>
</tr>
<tr>
<td>Needs to form relationships</td>
<td>6.3</td>
<td>6.1</td>
<td>65</td>
<td>no differences</td>
</tr>
<tr>
<td>Needs to gain recognition</td>
<td>4.6</td>
<td>7.3</td>
<td>13</td>
<td>0.01</td>
</tr>
<tr>
<td>Needs to set difficult goals for yourself</td>
<td>8.1</td>
<td>5.4</td>
<td>19</td>
<td>0.01</td>
</tr>
<tr>
<td>Needs for influence</td>
<td>8.6</td>
<td>7.2</td>
<td>66</td>
<td>no differences</td>
</tr>
</tbody>
</table>
Considering the data presented in Table 1, we can conclude that the strongest differences (p \leq 0.01) in the characteristics of the motivational-volitional sphere were found in the following parameters: "the need for social contacts"; "the need to gain recognition"; "the need to set difficult goals"; "the need for interesting work"; "volitional self-regulation"; "self-control". Moderate differences were found (p \leq 0.05) in the parameters: "the need for good working conditions"; "the need for a clear structuring of work"; "the need for creativity"; "the need for self-improvement". There were no significant differences in the parameters: "the need for high wages"; "the need to form and maintain relationships"; "the need to set difficult goals for yourself"; "the need for influence"; "the need for change"; "perseverance".

4 Discussion

These data reveal a trend indicating that the motivational and volitional sphere of employees of command and civilian positions has differences in whether comfort and good conditions are important for the latter to feel well-being at work, whereas employees of command positions do not need such conditions for effective labor return. The main one is that employees of command positions are realized in the profession through the opportunity to be useful to society and help people, employees of civil positions are realized in the profession through the opportunity to develop personally and improve their knowledge. Employees of command positions are able to show determination and endurance, self-control in any difficult, non-standard situations related to professional activity. At the same time, it is more important for them to set difficult professional tasks for themselves, to achieve them, it is also quite important for employees of command positions to be convinced of the social significance of their work and the ability to benefit people around them. Unlike them, employees of civilian positions are less tolerant of situations associated with unusual conditions and with establishing contacts with others, they are closer to working in a familiar atmosphere, among long-established connections.

Thus, we can say that employees of command and civilian positions of the East-Siberian Linear department of the Ministry of Internal Affairs of the Russian Federation on transport have differences in motives related to professional activity. This fact is important for the development and maintenance of a high-quality level of transport infrastructure in the region.
References

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