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## **Students' Attitudes to Culture and Religion Diversity and Changing Conditions on Labour Market and in Education System**

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### **Abstract**

The presented paper deals with the repeated (after a year) questionnaire survey conducted by means of the Semantic Differential method in the group of students studying at School of Business Administration in Karviná, Silesian University in Opava. The research focuses on students' attitudes towards some controversial aspects of the globalized society characterized by migration and plurality trends. The evaluation of the respondents' opinions is especially related to the areas of religion and culture diversity as well as the education system and its ability to adequately react to the current changes. The survey has shown a shift in respondents' opinions, which is closely interconnected with recent events taking place in Europe.

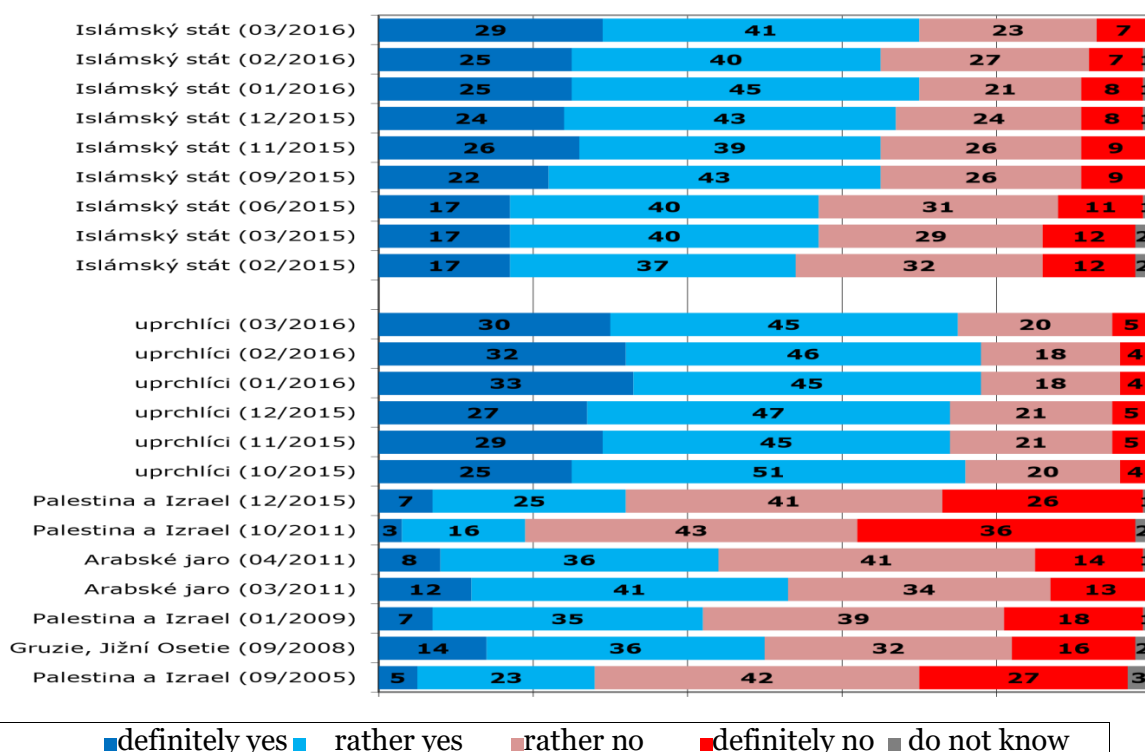
**Keywords:** attitudes, culture, diversity, migration, religion, security.

### **1. Introduction**

Europe in the 21st century can be characterized by the crisis of cultures. Multiculturalism influences human identity on the individual and inter-individual levels from the point of view of objective determinants (Martínek 2011, 31). The old continent becomes a place where population from different continents flows. Sweden and Germany that have shown the friendliest attitude towards the migration problem are slowly beginning to change their media rhetoric. The most visible changes can be noticed in Sweden and Germany, especially after the incidents which took place at the end of the previous year in German cities. Concurrently, there appear opinions demanding better guarding of the Schengen Area. Meanwhile, media verbalise the end of the dream related to European security and warn about the danger of terrorist attacks, cyber wars between countries, attacks aimed at households through the "Internet of Things", and attacks to strategic infrastructure. For these reasons, it is interesting to watch the evolution of attitudes toward the problematic aspects of current events in Europe and the Czech Republic. Numerous surveys are attempting to analyze respondents' values and attitudes related to education surroundings as well (Heinz, Orszulik, 2014).

The latest research aimed at the attitudes of Czechs towards the so-called Islamic State implemented by the Centre for Public Opinion Research within the Institute of Sociology have shown that interest in this topic is significant, but at the same time respondents state a slightly bigger interest in problems related to the refugee crisis (Červenka 2015, 2). Activities developed by so called Islamic State are considered by respondents as a threat for the security of the Czech Republic, security of the Czech Republic in connection with the refugee crisis is perceived as a threat, however, the research indicates an interesting finding about a great threat to European security caused by refugees.

According to Červenka (2016, 5) the perception of the threat for safety in the Czech Republic, Europe and in the world related to so called Islamic State rapidly increased. The development of the threat perception within the years 2009-2016 is shown in the following table:

**Table 1.** Threat perception

Source: CVVM SOÚ AV ČR, v.v.i., Naše společnost.

Nowadays, opinions related to the mentioned above questions are available, for example Czech people's attitudes toward immigrants have proved to be mostly negative and hostile (Scheu 2011, 117). A similar approach is traditionally expressed in connection with the Roma minority in the CR and this trend will probably be continued in the future as well. (Weinerová 2014, 8). In connection with multiculturalism it is necessary to mention basic relations between cultures:

1. Conservative multiculturalism where a stronger culture is dominating, which leads to the assimilation of a weaker culture.
2. A submissive relation between cultures with a weaker culture tending to assimilate.
3. Cultures are isolated, which results in marginalizing of a weaker culture.
4. Liberal relationship characterized by the equality of cultures (McLaren 2004, 57).

Numerous works present various opinions based on deep historical, economic and sociological analyses. P. Barša in his work *Západ a islamismus* (Barša, 2001) tries to discuss the clash of civilization and dialogue of cultures seeing the reason of the fight in the polarization of the wealth and poverty, power and impotence, development and fall, as well as self-confidence and inferiority. He claims that events related to the 11<sup>th</sup> of September made the West think over its relationship to former colonies and that then Islamism attacked a planetary hegemony of the Euro-American block and attempted to found Muslim states and communities based on Islamic principles. Islamism was analyzed as a phenomenon raising from the processes closely connected with colonization, de-colonization, and modernization of Muslim societies.

Barša lists a short history of events showing the rising threat of Islamism, beginning with the Iran Revolution in 1979. He argues that the crucial role in the history before this date is played by the process of two types of modernization typical for Muslim societies: the revolutionary modernization represented by Egypt and the liberal one in Tunis, and on the contrary, the "conservative" modernization implemented in Morocco. The mentioned approaches show an attempt to adapt to European modernity, however, Islamism as a political movement follows a programme of Re-Islamisation and is anti-modern and anti-Western. In spite of these facts, Barša's opinion is that Islamism is modern in the way it was able to shift Islam from the position of being a religion or a culture to the position of a political ideology against three relatively

independent areas – ethics, economy and politics - that should be unified in one organic unit based on the Sharia formulated in the Koran.

Barša foresees two potential interpretations related to the future development stemming from the division into the wealthy and powerful North and the poor and weak South, a former colonizer and a colonized, who protests by demonstrating its national identity. The first one supposes that the West will have to face Islam because it has a different attitude towards traditional Western culture values, the other one requires criticizing its own imperialistic ambitions striving for a universal civilization.

Z. Bauman (Bauman, 2009), a sociologist, in his numerous works expresses an opinion that globalization not only valorizes the local in a cultural sense, it constructs the local as the tribal. Processes of geopolitical fragmentation give those in power even more room to maneuver. Glocalization involves the reallocation of poverty and stigma from above without even the residual responsibility of *noblesse oblige*. Geographical and social mobility are dichotomized – populations are refigured as tourists and vagabonds. Globalization thus reinforces already existing patterns of domination, while globalization indicates trends to dispersal and conflict on neo-traditional grounds. The privileged walk, or fly away, the others take revenge upon each other.

Bauman focuses on the process of diasporisation. He claims that each place on the earth is a set of ethnic and religious diasporas and on the places where they overlap people have to cope with the disparities and otherness, but at the same time they might enjoy different attitudes to life. He claims that currently, in the time of mass migration, diasporas and melange related to ethnic, religious and linguistic issues, it is obvious that people migrate to various destinations, for example more than 1 million Poles settled in the UK, while a million and a half British emigrated to Australia, a million to Spain, etc.

Nowadays, as Bauman states, immigrants do not have to assimilate with the target cultures, they want to keep their national identity and people have to cope with living with foreigners, which is demanding. It is a new skill people have to acquire. However, the process is exciting and adventurous and people are expected to participate in it.

Lately, a rising interest in the topic related to the clash of Christianity and Islam has been observed. J. Roux (Roux, 2015), for example, presents an opinion that currently we live in the post-Christian world and Christianity is not a leading power any more. Looking back at the history of wars, the author states that religion could not be the only factor influencing the never ending conflict, but there existed other ones, nationalism, a desire for adventure and wealth. Recent events connected with Iraq, for example, show that in spite of the intervention of the West, or because of it, the gap among communities living there becomes deeper and terrorism still continues. Roux expresses an opinion that the mentioned war has been existing for 1345 years and will definitely go on in the future.

### **The goal and hypotheses**

The presented text is a continuation of the article published in 2015 (Bobáková, Heinz, 2015) and based on the survey conducted among students at School of Business Administration in Karviná, Silesian University in Opava a year ago. It focused on their attitudes to some controversial aspects of the globalized society characterized by migration and plurality trends and especially on evaluation related to the respondents' answers in the areas of religion and culture diversity, but also on students' opinions about the education system and its ability to react to the current changes adequately.

The mentioned questionnaire survey was repeated after a year in the same educational institution and it can be presumed that there will occur a shift in respondents' opinions closely interconnected with recent events. It is possible to presume that in the first part of the questionnaire survey related to culture diversity students' answers will be different due to the influence of factors like media, politics, public opinion, etc. and that respondents perceive changes in religion and culture diversity in a different way. The shift in students' views can be related to the following areas:

- perceiving religion and culture diversity as a threat to people's lives,
- feelings of empathy and tolerance can be substituted by fear,
- preferring a mono-cultural society as it is the guarantee of security,

- perceiving problems occurring in multicultural societies as being connected to the religious radicalism of ethnic minorities or rather to their social status.

In the second part of the questionnaire survey, the shift in students’ opinions related to the changing European reality and education was analyzed in terms of:

- students’ awareness about the influence of current political, social and culture processes on their professional life,
- perceiving the fact that the system of education does not provide sufficient preparation for changing conditions in Europe,
- students’ opinions related to the system of education preparing them for changing conditions on the labor market.

Respondents were also expected to express more negative associations about the concepts of migration, religion and tolerance than in the previous survey.

On the basis of the mentioned facts and in accordance with the views expressed in specialist literature the following hypotheses were submitted:

- H1 Religion diversity will be perceived rather as a threat,
- H2 The attitude to other ethnic groups will be rather related to a fear,
- H3 The concept of a multicultural society will not be perceived in a positive way,
- H4 Respondents will express an opinion that current political, social and culture processes will influence their professional lives,
- H5 Respondents’ opinions about the system of education being prepared for changing conditions in Europe will be rather negative,
- H6 Respondents’ opinions about the system of education being prepared to react to changing conditions on the labor market will be rather negative,
- H7 Gender interconnection with the attitudes will not be proved.

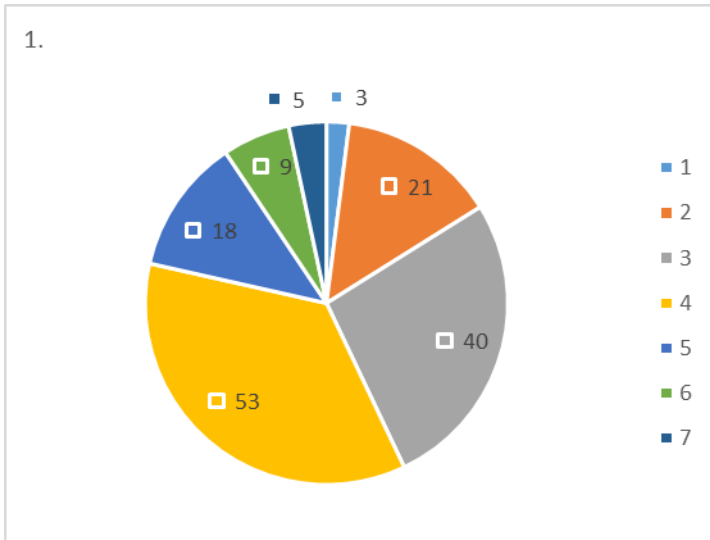
The above listed hypotheses were verified in the beginning of the summer term 2015/2016 in the questionnaire survey conducted among 149 students of School of Business Administration in Karviná, Silesian University in Opava.

## 2. Results and evaluation

**Table 1.** Culture and religion diversity and their impact  
Culture and religion diversity is connected with

enrichment of various aspects of life.	1	2	3	4	5	6	7	danger threatening in various aspects of life
	3	21	40	53	18	9	5	

Source: own processing



Source: own processing

**Fig. 1.** Culture and religion diversity and their impact

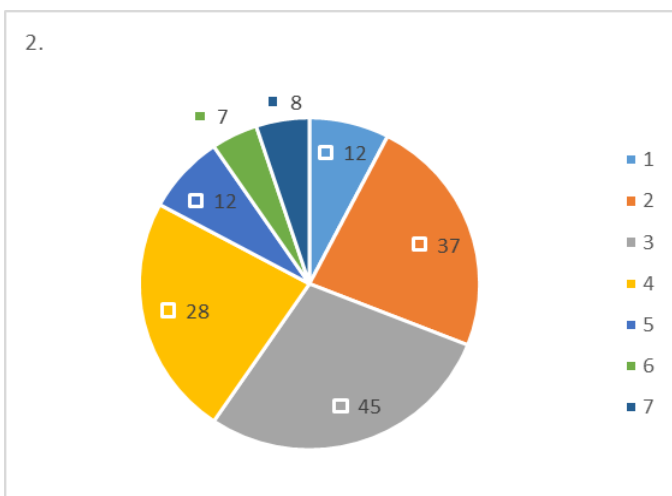
In the answers to the question about students' attitudes to culture and religion diversity, the majority of students answers are placed in the middle of the scale within the scale positions 3-5, which shows that they are not able to determine their position, but a number of students is inclined to see aspects enriching their life in the scale position 2. At the same time scale positions 6 and 7 indicate that danger connected with diversity is for them of less importance with the number of respondents of 9 and 5 in the scale positions 6 and 7.

**Table 2.** Compassion and tolerance towards other ethnic groups

Do you prefer

compassion and tolerance towards other ethnic groups?	1	2	3	4	5	6	7	Compassion and tolerance are not important.
	12	37	45	28	12	7	8	

Source: own processing



Source: own processing

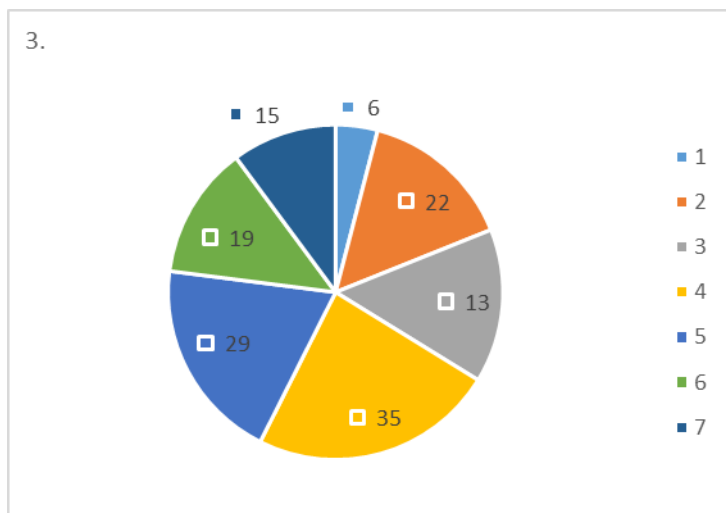
**Fig. 2.** Compassion and tolerance towards other ethnic groups

In the answer related to compassion and tolerance students have distinctly chosen the left side of the offered spectrum stating that compassion and tolerance are very important for them – the number of 45 respondents in scale position 3 and the number of 37 in the scale position 2 of the scale. Only 8 students think that compassion and tolerance are not important at all in the scale position 7 and 7 students expressed similar opinions in the scale position 6.

**Table 3.** Concept of multicultural and monoculture society

Do you tend to agree with the concept of multicultural society?	1	2	3	4	5	6	7	Monocultural society is the guarantee of security.
	6	22	13	35	29	19	15	

Source: own processing



Source: own processing

**Fig. 3.** Concept of multicultural and monocultural society

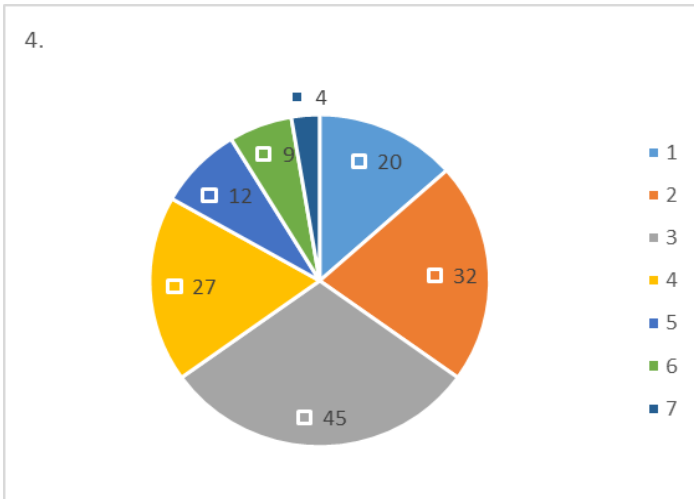
The biggest number of students have chosen the scale position 4 in the offered spectrum, which probably means that it is difficult for them to state their opinions in this topic. Nevertheless, a relatively big number of students agree with the concept of multicultural society with 22 students in the scale position 2 and 13 in the scale position 3. The right side of the spectrum is represented by slightly higher numbers of 29 answers in the scale position 5 and 19 respondents in the scale position 6. For 15 students in the scale position 7 a monocultural society is the only guarantee of security.

**Table 4.** Religious radicalism of ethnic minorities  
Current problems in multicultural societies are caused by

religious radicalism of ethnic minorities.	1	2	3	4	5	6	7	Problems in multicultural societies originate in the social status of ethnic minorities.
	20	32	45	27	12	9	4	

Source: own processing





Source: own processing

**Fig. 4.** Religious radicalism of ethnic minorities

In answers to question four students have clearly stated that religious radicalism of ethnic minorities is responsible for current problems in multicultural societies. The left side of the spectrum is distinctly dominating with the numbers 45 in the scale position 3, 32 in the scale position 2, and 20 in the scale position 1, which strongly supports the mentioned idea. The right part of the scale shows relatively low numbers of 12 in the scale position 5, 9 in the scale position 6, and only 4 in the scale position 7.

The next part of the review was aimed at students' opinions related to the current system of education in connection with the changing social and cultural conditions and at comparing the results of surveys conducted in 2015 and 2016. The results of the 2016 survey have shown that students' opinions are diversified showing prevailing placement of answers in the middle of the semantic differential scale, which can be interpreted in two ways: the students were not sure about their answers or they are partly satisfied with the education system, but they can see its drawbacks.

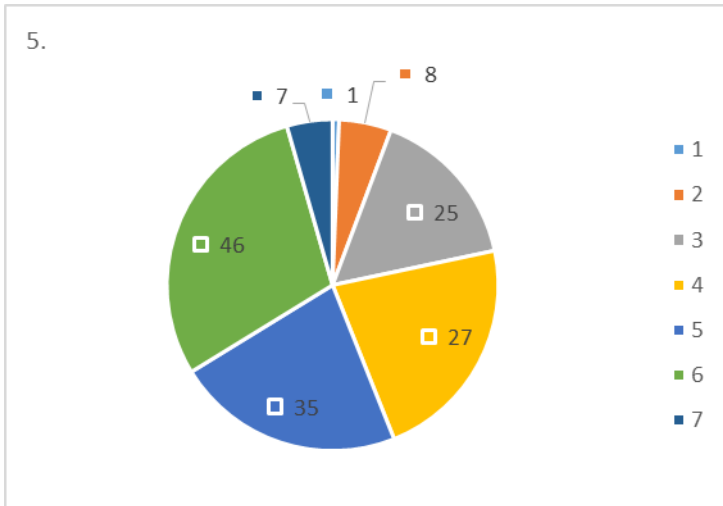
If we compare the number of answers in the left and right parts of the scale, we can state that negative evaluation is dominating. Distinctly positive opinions related to the education system were expressed only by 1 respondent, 8 students have chosen the scale position 2 and 25 students the scale position 3. In the right part, 27 respondents have decided for the scale position 5, 46 students for the scale position 6, and 7 students are definitely not satisfied with the education system in the scale position 7.

**Table 5.** Preparation of students for changing social and cultural conditions

Does the education system prepare students for changing social and cultural conditions in Europe?

In a satisfactory way	1	2	3	4	5	6	7	In an unsatisfactory way.
	1	8	25	27	35	46	7	

Source: own processing



Source: own processing

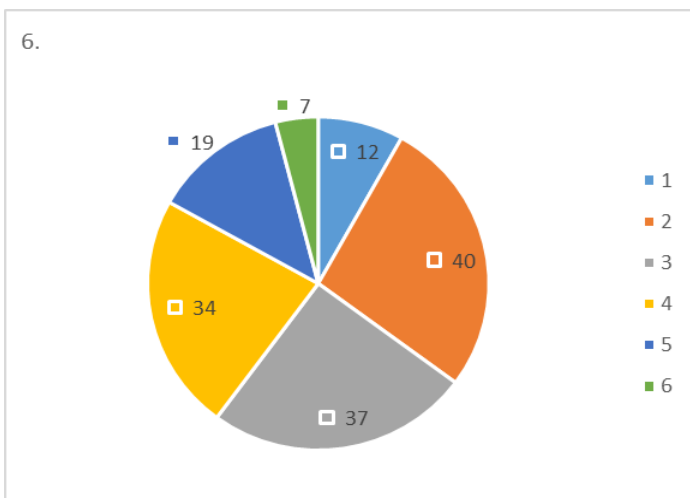
**Fig. 5.** Preparation of students for changing social and cultural conditions

Answers to the following question dealing with the preparation of the education system for changing conditions on labor market also showed diversified students' opinions. The biggest number of respondents decided for the scale position 3 (40 answers) while the numbers of answers related to the scale positions 3 (40), 4 (37), and 5 (34) were almost the same. No answer appeared in the scale position 1, but there were 7 answers in the scale position 7. It is necessary to take into consideration the fact that almost half of the respondents have reservations to the education system in connection with the changing conditions on labor market. The mentioned results are indicated in the graph below.

**Table 6.** Preparation of students for changing conditions on labor market  
Does the education system prepare for changing conditions on labor market?

In a satisfactory way	1	2	3	4	5	6	7	In an unsatisfactory way.
		12	40	37	34	19	7	

Source: own processing



Source: own processing

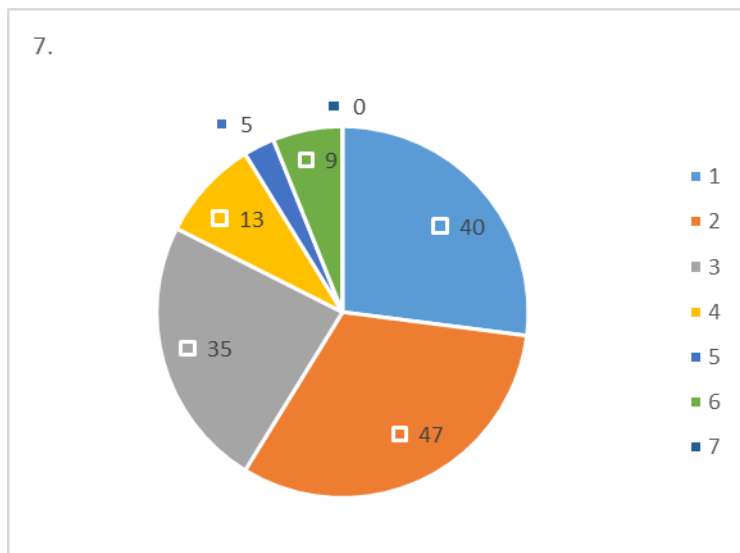
**Fig. 6.** Preparation of students for changing conditions on labour market

Answers to the next question related to the significance of political, social and culture processes in Europe and their influence on students' future jobs have proved that students are aware of the mentioned processes as students' answers have been concentrated between the scale positions 1-4, with almost one third stating important influence (40), while 47 students placed their answers in the scale position 2, 35 in the scale position 3, and 13 in the scale position 4. Only 5 students decided to choose the scale position 5 and 9 students expressed the opinion that current changes will not influence future jobs in the scale position 6.

**Table 7.** Influence of political, social and cultural processes on future jobs  
Will current political, social and cultural processes in Europe influence your future job?

Definitely, they will.	1	2	3	4	5	6	7	Definitely, they will not
	40	47	35	13	5	9		

Source: own processing



Source: own processing

**Fig. 7.** Influence of political, social and cultural processes on future jobs

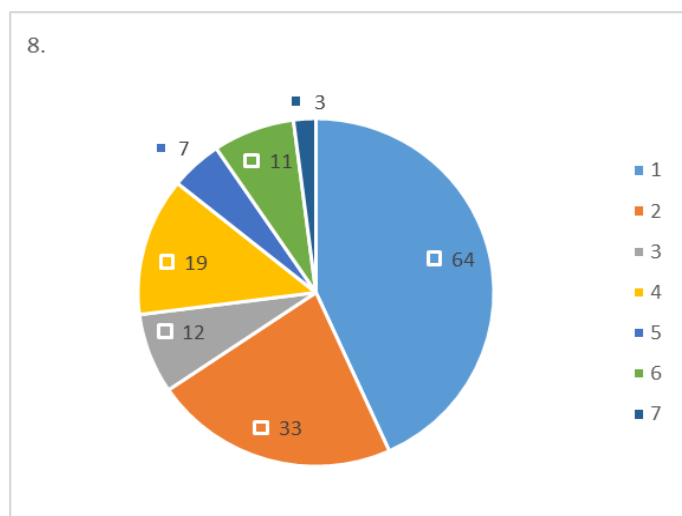
The question number 8 was aimed at the problem of the national identity\* (Czechs, Slovaks, etc.) where 64 students are convinced that they rather belong to the Czech or Slovak nation than to the Europeans, 33 students have chosen the scale position 2, 12 students the scale position 3 and 19 respondents the scale position 4. Only 7 answers were placed in the scale position 5, 11 in 6, and 3 respondents chose the scale position 7.

**Table 8.** National identity

Do you feel to be rather a Czech, Slovak, etc.?	1	2	3	4	5	6	7	rather a European?
	64	33	12	19	7	11	3	

Source: own processing

\* Na OPF studují také zahraniční studenti ze Slovenska



Source: own processing

**Fig. 8.** National identity

### 1 Associations

The next part of the research focused on generating associations to the concepts of migration, religion, and tolerance.

Students were able to generate numerous associations, most of them being synonymous, therefore the following paragraphs comprise only one of the synonyms occurring in students' answers. All associations have been listed beginning with the positive ones, continuing with the neutral, and finishing with the positive ones. However, the number of the negative ones is definitely prevailing.

Associations related to the migration involved concepts related mainly to new culture phenomena, including the negative ones, security threats, adaptation, and also nationalities connected with the concept of migration:

#### Migration:

Chaos, moving, Muslims (a word with a negative connotation used in Czech), dirt, mess (a word with a negative connotation used in Czech), damaging European culture, Christianity, refugees, problems, riots, violence, illnesses, terrorist attacks, raping danger, fear, war, change, mistake, journey, Merkel, Africa, Middle East, education, and striving for a better life.

#### Religion:

Fanatism, islamisation, radicalism, racism, division of society, lack of tolerance, war, no Islam, belief, Christianity, culture, tradition, trust, attitudes, keeping up customs, rituals, church and rules.

#### Tolerance:

Lack of empathy, stupidity the EU, law, respect, willingness, sympathy, sincerity, ethnic minorities, justice, friendship, living together, accepting others, allowance, understanding, and preserving traditional values.

### **3. Discussion**

1. In comparison with the previous survey it can be stated that students have generally expressed similar opinions to those acquired in the previous one. The highest concentration of students' answers are like last year in the middle of the spectrum, especially in the scale positions of 3 and 4, but at the same time the numbers of respondents' opinion in the left part of the spectrum are higher, which indicates a slight shift towards the feeling of being threatened. It can be stated that the perception of culture and religious diversity as a threat to various aspects of life has increased.

2. When comparing answers to question 2 to the previous survey results, it can be summarized that the results related to the old and new surveys are similar, i.e. the highest concentration of students answers are located in the left side of the spectrum with the biggest number in the scale position 4, in the scale position 5 there can be observed only a relatively small number of 12. Generally it can be stated that there is a very slight shift of numbers towards the right part of the scale.

3. In comparison with the previous survey it can be summed up that generally students expressed similar opinions to those acquired in the previous one. However, the right part of the scale shows bigger numbers than last year, which gives evidence about changing opinions of respondents and their slight preference for a monocultural society. Moreover, only 6 students' answers were placed in the scale position 1 related to a clear preference for a multicultural society.

4. Comparing the current results to ones acquired last year, there can be observed a fair shift of respondents' opinions towards the left side of the scale, which means that students are aware of the fact that current problems in multicultural societies are caused by religious radicalism of ethnic minorities. Only a very low number of students think that the mentioned problems are connected with the social status of ethnic minorities.

5. In comparison with the previous survey related to 2015, we must state that the number of respondents positively evaluating the preparation of the education system for changing conditions has decreased. Respondents also expressed them not being satisfied with the education system in a more distinct way than in 2015.

6. The survey has shown that in comparison with the results related to 2015 fewer respondents have evaluated the preparation of the education system for changing conditions on labour market in a negative way. It is possible to state that the numbers of students evaluating the preparation of the education system for changing conditions on labour market in a positive and negative ways are nearly the same.

7. The answers to question 7 related to current political, social and cultural processes in Europe influencing students' future jobs have indicated that respondents' attitudes have not changed significantly in comparison to the results in 2015. Students have expressed opinions that political, social and cultural processes in Europe will definitely influence their future. However, the number of respondents who suppose that there will be no influence has slightly increased.

8. In the answers to question 8 related to students' nationality it has been shown that there has not occurred any shift in attitudes. Respondents seem to be convinced to belong to Czech and Slovak nations.

### **4. Conclusion**

The presented article is a continuation of the text published in 2015. It is based on the survey conducted among students at School of Business Administration in Karviná, Silesian University in Opava in the spring of 2016 evaluating students' attitudes to selected controversial aspects of the globalized society characterized by migration, plurality trends, religion and culture diversity, and also students' opinions about the education system and its ability to react to the current changes adequately.

Having compared the survey results related to years 2015 and 2016 it can be stated that in accordance with our estimation the questionnaire survey results indicate a shift in respondents' opinions created under the influence of media, politics, public opinion, etc. The associations the students generated also indicate the fact that their attitudes towards the researched phenomena have deteriorated.

It can be estimated that in the future a negative perception of culture and religion diversity will continue. A diversification of the society based on culture and religion differences can lead to stronger feelings of threat to security in various areas related to changing conditions on labour market, fear connected with the loss of job, and an increasing dissatisfaction with the education system that is not able to react to the changing conditions in a flexible way.

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## **Dispositions and Conditionals in Simple Agents and Collective Agencies**

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### **Abstract**

The analysis of conditionals and dispositions as the concepts inherent to the actions, when it is applied to both simple agents and collective agencies, allows investigating in detail the role of intentions, volition, and consciousness in actions. The main objective of this article is to investigate the differences in proposed conceptions of the conditional analysis of actions and approaches based on dispositions, especially those dealing with the approaches to simple agents and complex agencies. The differences between dispositional nature of simple and collective agencies entail additional empirical challenges related to the volition and intentions in collective agencies, as well as the necessity to provide a precise distinction between simple and collective kinds of agency.

**Keywords:** agency, action, volition, collective agencies, compatibilism, conditionals, dispositions

### **1. Introduction**

The understanding of differences between the means of expressing volition and intention among the simple agents of social reality and those of a complex nature, including social institutions and groups, stands in direct correlation to the dispositional or conditional qualities that they are inherent of. In the context of analytic philosophy, the question of correspondence between volition, as well as the mere phenomenon of free will, and dispositional properties of a certain agent has always born special significance. On the other hand, it is also essential to consider that the very methodology of analytic philosophy widely applies conditional analysis to a plentiful of analyzed objects, including dispositions in interacting agents. Whereas conditional analysis is a traditional means of studying dispositional properties of agents, the main objective of this article is to investigate the differences in proposed conceptions of the conditional analysis of dispositions, especially those dealing with the approaches to simple agents and complex agencies, as well as to review the critique of such analysis.

The differences in understanding dispositional and conditional properties of agency occur due to the very variations in agency conceptions and recognition of different kinds of agents, as well as an ontological framework of an agency. In such a way, for the different definitions of merely interacting entities or agents with the intentional properties behind them, there are various conceptions explaining the structure and metaphysics behind both simple and collective agencies. Although the usage of conditionals for explaining some aspects of actions as a prerogative of agents was largely common in analytic philosophy of the second half of the twentieth century due to its ties and correlations with the linguistics, there is also a substantial amount of critique related to the identification of the grammatical and syntactical representation of the actions and events in the language compared to the actual nature of agency. Among the alternative approaches, there is so-called oversimplification intended to disregard grammatical features used in language to mark which of the events can be considered actions, as well as dispositional approach, attributing the differences between various events, in which a certain entity is involved to the dispositions of its nature and mind. The comparison between the conditional and dispositional approaches is of a special interest in the context of differences between simple agents and collective agencies since, in such a way, it is possible to analyze the role of intentions, volition, and consciousness in the process of an action.

## 2. Literature review

The mere investigation of an agency as a phenomenon begins with the conception of action. In the framework of analytic philosophy, the core standard theory of understanding the correlation between the action and agency, in which the latter possesses causal properties can be observed in the works of Davidson and Anscombe. While the approaches proposed by Davidson can be related to some conceptions of intentionality (in particular, Davidson considers intentions to play a major role in the process of reasoning), at this stage, in the analytical philosophy of action, unlike philosophy of mind, there is somewhat less attention attributed to the desire-related and belief-related conceptions (Davidson, 2001, p. 26; Clarke, 2009, p. 323).

On the other hand, from the point of view of the philosophy of action, the conception of conditional analysis of action appears to be somewhat restricted. There is a dominant opinion among the adherents of the traditional standard theory of action addressing the issue of analysis conditional aspects of events and actions. In particular, it is essential to note that Davidson (2001) underlines that, in the process of finding the distinction between a mere event and an agency-motivated and intention-driven action, it is reasonable to confine to “the neglect of distinctions hinted by grammar and common sense, recourse to disguised linguistic legislation” (Davidson, 2001, p. 45). In a similar manner, Anscombe also suggests that it is possible for a human thought to create concepts, including the idea of being self-conscious of one’s own intentions, out of the material world (Anscombe, 2016, p. 339), viz. intellect can produce intentions towards objects. Intention-driven paradigm is also closely connected with identifying distinction between volition of mind and neural causes, especially if we are rendering Aristotelian account of agency as Anscombe describes it (Runyan, 2013, p. 54). Such perspective of viewing agency can be rendered as the framework of compatibilism and is associated with concepts of volition and freedom of will. On the other hand, in determinist conceptions of agency, the conditional approach is one of the factors presupposing the threat to free will since, in some ways, if following the definition of action given by Danto (1963), they deny an agent the power to be the cause of an action.

One of the major challenges concerning the application of conditional analysis of dispositions inherent to agents, according to Clarke (2009) is that, especially in case of determinist perspective, such analysis was not able to monitor the change in disposition “in just the circumstances that might trigger its manifestation” (Clarke, 2009, p. 324). In such a way, the more complex the agency is the more circumstances affecting actualization of its inherent dispositions there are. In the case of collective agencies, represented in the form of social groups and institutions, the amount of all the potential triggers and hindrances for each proposition of conditional analysis can be impossible to adequately calculate.

## 3. Results

The conditional analysis in understanding action and agency aligns with determinist perspectives rather than compatible ones, in a way that it associates the dispositions inherent to the agents with the actions themselves, thereby sparing the agents volition and ability to express will and control and rendering those disposition (rather than agents) as causes of action. Hyman (2015) also supports the idea that there is no direct correlation between the mere intention and action since disposition to block the intention and not to let it manifest itself into action can be stronger than the disposition to act, even though it cannot be adequately represented in conditional analysis.

Another way of looking at the problem is to define the distinction between the “intentional intrinsic or intrinsic to action” (Coval & Campbell, 2012, p. 15). Such approach would not fully align with either Davidson’s or Danto’s views on what an action actually is and would also require a rigorous definition of how intentional and unintentional actions should be discriminated. Such approach again does not solve the question of which actions should be considered incidental, i.e. those that happen qua act and not qua intention (Coval & Campbell, 2012, *ibid*). Moreover, such approach can eventually lead again to a rather mechanical determinist way of looking at action. Therefore, any pragmatically-oriented approach would require means of discriminating “human rationality from machinic processes names primarily a pragmatic fiction to identify distinct forms of agency and the possibility to assign different kinds of entities to them” (Passoth, Peuker, & Schillmeier, 2012, p. 7).



Given the fact that causal, compatible theories of agency have a wider spectrum of defining the degree of an agent's participation in an action, the extent to which it is a cause of a given action, they have bigger potential for application in defining variations between complex and simple kinds of agency.

Although the focus on the dispositional properties rather than their conditional analysis provide the ground for the role of free will as a part of an action, the indeterminist theories struggle to define precisely the boundaries of actions and mere happenings. For instance, it specifically concerns the so-called problem of disappearing agent.

The case of disappearing agent would be of a special interest in terms of simple agents that interact with the more complex structures since it provides the idea of the extent to which circumstantial disposition non-related to the agent itself can affect the intensity and the mere possibility of an action to the degree that it seems event-causal (Hornsby, 2004, p. 10). In a certain way, the problem of a disappearing agent, the boundaries between an action as such and a happening signify the numerousness of various dispositions involved in the action of a simple agent.

Clarke (2009) also proves that, within the conception of new dispositionalism, the disposition not to act is impossible since attempts not to act themselves are an act of trying not to act and not to affect outer events and manifestation of volition. Such presupposition leads us to the question how free will and disposition to mask the actions, as well as trying not to act as a type of action, can manifest themselves in the case of multiple simple agents forming a collective, more complex, agency.

Although the main question of collective agency is more or less clear, and it concerns the fact whether it can be reduced to the actions and intention of simple agents constituting it, the question of defining dispositions that form the basis of collective agency is far less researched in the framework of analytical philosophy.

Searle (1990) in his work *Collective Intentions and Actions* addresses the issue whether the mental components such as beliefs and intentions themselves that are part of the action should be attributed to each individual of a group or to the group on a whole (Searle, 1990, p. 405). In a similar manner to the one, in which Clarke describes the disposition of an agent constraining itself from acting, Searle refers to collective behavior as to something more complex than the sum of simple agencies. Thus, there are also mental capacities of individual and collective agencies that allow the intentionality to occur, the dispositions that do not manifest themselves otherwise than in the situation of collective agency.

Another conception that complies with the idea of dispositional rather than conditional analysis of agency and, therefore, fits into the framework of the standard theory of action, is the idea of team reasoning introduced by Gold and Sugden. From the point of view of team reasoning, a collective agency is more of a functional rather than spontaneous phenomenon. Without any ontological claims, Gold and Sugden (2007) attempt to address empirical challenges related to the role of volition in the situation of action by analyzing it in the context of the phenomenon of collective agency (Gold & Sugden, 2007, p. 116). In other words, free will actualizes itself as a means of reasoning and triggering or constraining certain disposition in individual agents when they form a collective agency. In such a way, in the situation of collective intentions, the collective reasoning guarantees that various individual agents' beliefs or intentions are in harmony, which can only, however, be achieved by a disposition of each individual to concur to the collective reasoning.

#### **4. Conclusion**

When dealing with the differences between the individual and collective agency, compatible theories of agency have a wider spectrum of defining the degree of an agent's participation in an action. Due to the specifics of how they view causal relationships in between an agent and an action, they have bigger potential for application in defining variations between complex and simple kinds of agency. The dispositional rather than conditional analysis is the main means of defining differences in intentions and beliefs in simple and collective agents, especially, in the context of the question of free will. The dispositional approach allows distinguishing beliefs and intentions of a whole rather than a sum of individual agents' intentions. Therefore, there are some mental capacities of agencies that allow the intentionality to occur within the dispositions that do

not manifest themselves otherwise than in the situation of collective agency. In such a context, free will can be perceived as a tool of collective reasoning which prioritizes the collective intentions and beliefs leading an agent to act. However, it does not imply the conflict between individual agents' volition and their interaction within a collective agency since reasoning, in this case, is more of a functional rather than spontaneous phenomenon.

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## **Application of the Illegal Methods of Investigation by the State Security of the USSR in 1936–1938**

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### **Abstract**

On the basis of archival documents, Ukrainian historiography one of the urgent problems of modern historical science – the repression of the clergy in the 1920-1930th in the USSR – is studied in the article. In particular, the question of the application of illegal methods of investigation, namely the psychological and physical pressure on the accused is studied. The classification of the illegal methods of investigation is given, depending on the intensions of the employees of the state security; the forms of such methods are identified. The main forms of the most used tortures are described in detail: beating, sleep deprivation, psychological pressure and so on. Moreover, the circle of people involved in torture of prisoners, falsification of criminal cases is defined.

The evolution of the practice of using the illegal methods of investigation by the state security of the USSR in the 1930th, their establishing and end of the practice of using them are analyzed.

The study is based on the criminal cases of repressed clergy in Sumy region. Thus, as the territory of this region was the part of Chernihiv, Kharkiv and Poltava regions in the studied period, the results of the study represent a situation in whole north-eastern region of the USSR. Moreover, such practice is inherent not only for Ukraine but for the USSR as a whole.

**Keywords:** the methods of investigation, the USSR, Sumy region, torture, clergy, prisoner, repression, persecution, legality, psychological pressure, physical pressure, beating.

### **1. Introduction**

At its present stage of development the attention of Ukrainian historical science is focused on one of the most tragic phases of Ukrainian history, namely the period of the 1930th. During this period millions of Ukrainians, different social classes were killed out due to the cruel actions of the Soviet totalitarian regime. The problems of famines, war communism, repressions in 1937 and so on occupy significant place in the domestic and emigrant historiography. In Ukraine and throughout all post-Soviet countries a large number of publications are devoted to illegal arrests and executions, including clergy. Quite often they emphasize the illegal methods of investigation, suspects beating, forgery cases and so on. However, there are no researches which are entirely dedicated to the problem of application of illegal methods of investigation by the Soviet state security, the researchers name some facts in the context of other scientific problems, giving them little attention.

Information about illegal methods of investigation allows evaluating the environment and those who used them, their attitude to people, the value of human life from their point of view, and therefore to some extent to understand why it was possible to kill so many innocent people in early twentieth century.

**The aim of the study:** to study the application of illegal methods of investigation by the state security of the USSR in 1936-1938 on the basis of archival documents and historiography and to develop the classification of these methods.

## **2. Research methodology**

To achieve the aim and solve the tasks such methods of historical research were used: specific search, critical analysis, synthesis and analysis, systematization and generalization, historical reconstruction.

### **Analysis of sources**

Source base of the problem is presented by archival criminal cases. Information about the direct application of illegal methods of investigation on specific prisoners contains in the complaints of prisoners [8, pp. 56-58]. Types of the illegal methods of investigation are described in detail in archival criminal cases of former employees of state security which opened against them in connection with the investigations of "violations of socialist legality" in the late 1930th. An interesting and very informative source is the materials related to the rehabilitation of the repressed people. This group of sources includes repeated interrogation protocols, complaints of prisoners, characteristics from the criminal cases of former employees of state security [6, pp. 121-124]. These sources, in particular the repeated interrogation protocols, give an idea not only of the types and forms of the illegal methods of investigation, but also of the psychological and moral situation in which interrogations took place.

In addition, the direct sources of the study of this problem are the suspects interrogation protocols, because the dates on them can give information about the duration of interrogation and comparison of suspects' signatures on different protocols sometimes makes it possible to ascertain the use of methods of physical or psychological pressure [7, pp. 19-20].

### **Analysis of studies and publications**

This problem was reflected in historiography. V. Paschenko is one of the first researchers of national historiography who raised the issue of clergy interrogation system [11, pp. 218-220]. S. Bilokin calls such investigation process "diabolical cruelty", focusing on the fact that often the suspects and their relatives were tortured by the security forces [9, pp. 258-265]. In the first volume of the Sumy region Memory Book the excerpts from characteristics of criminal cases are cited, these excerpts highlight using of illegal methods during the investigation [10, pp. 9-16]. I. Shuyskiy analyzed the methods of moral and physical pressure on suspects during the "Great Terror" in Ukraine [12].

### **Presenting main material**

With the arrival of Nikolai Yezhov for the post of Commissar of Internal Affairs of the USSR (Union of Soviet Socialist Republics) in September 26, 1936 in the country the process of intensifying of repression begins. The meeting of the Plenum of the Central Committee of the CPSU (b) (the Central Committee of the Communist Party of the Soviet Union (Bolsheviks) in February-March 1937 put the resolutions which approved the request to immediate strengthen of the repression by the secret police. The regional administrations of NKVD of the USSR (the People's Commissariat of Internal Affairs of the USSR) are given quantitative performance of planned arrests and executions. Large-scale operations to expose "enemies of the nation" and counterrevolutionary organizations were planned in different spheres of Soviet society. The terms for detecting such organizations and investigation were extremely short, and the limits approved for each region were extremely high. In addition, in parallel it was proposed to simplify the process of inquiry. In autumn 1937 the regional administrations of NKVD were beefed up by "experienced professionals" among retired employees of ChK-GPU (All-Russian Extraordinary Committee, Political State Administration) [12, pp. 218-221]. These "experienced" Chekists who remembered the methods of previous years well, in particular the civil War, had to implement old proven methods of psychological and physical pressure on arrested people into the practice of investigation widely, to help young staff to master their methods.

The illegal methods of investigation which applied by the Soviet state security organs in 1920-30th, depending on the form and purpose they pursued can be divided into several types.

Depending on the purpose of investigators who used the illegal methods of investigation, they can be divided into the following groups:

- 1) obtaining a confession of guilt in the crime;
- 2) obtaining evidence against the accused;

3) obtaining evidence from the accused against others.

Depending on their application forms they can be divided into such groups of the illegal methods of investigation:

- 1) falsification of records;
- 2) use of false witnesses;
- 3) persuasion;
- 4) moral pressure and intimidation;
- 5) physical pressure (torture).

As we see the main purpose of the representatives of the USSR State Security while applying of the illegal methods of investigation was obtaining the testimony against accused or others. Under such conditions accused and witnesses who were on the case could become victims. In these circumstances, the main purpose of illegal methods of investigation became not just beating or intimidation, but also humiliation, suppression of the individual, breaking the will to resist [9, p. 258]. After driving to such condition, the person which fell into the hands of power structures actually did not realize what she was doing and signed any documents. These methods became especially needed in the mid-1937 when extremely high limits on executions were established, and therefore the huge number of false counterrevolutionary organizations in all sectors of society had to be come out. The Orthodox Church did not avoid such events, because it was seen as one of the counter-revolutionary elements of the new life of Soviet society. For example, in the Kharkiv region in August 1937 after the appointment of F. Fedorov-Berkov as deputy chief of the IV Department NKVD (the People's Commissariat of Internal Affairs) in Kharkiv region so-called "jobs involving all hands" were systematically arranged. The investigator had a day to complete the investigation of 50-100 cases and prepare them to the threesome special NKVD (the organ of extra-judicial reaching the verdicts in the USSR in 1937-1938) [12, pp. 220-221]. In such way the forcing of threesome's work was happened – death conveyor. The threesomes reached the verdict of execution in almost all cases.

It is accepting to researcher V. Pashchenko, we note that the interrogation system aimed at gradual, complete breaking the will of the arrested person. Throughout the pre-Trial detention arrested person was not allowed to sleep enough, he was kept in a cell with too high or too low temperature. Typically, the interrogation was conducted at night, when the prisoner has not slept yet; he was often awakened only 15 minutes after he fell asleep. The brightly lit room, which he was brought in for questioning, distracted. It was constantly stressed that the prisoner was powerless to do anything for his own salvation. Constant repeating of stereotypical questions led the prisoner to confusion and exhausting, he began to make mistakes in words, trying to remember something, and he began to give contradictory interpretations of the same facts [11, pp. 218-219].

Thus, we see that the situation was so that the prisoners were under constant psychological pressure and in terrible conditions. The surrounding contributed pressure on them during the investigation.

Testimonies of those priests, who were lucky to survive after being in the net of the Soviet repressive system, are typical enough. If the witnesses were proposed to give the investigator necessary testimonies willingly, the repressive measures were taken to arrested clergy. At first the investigator shouted and required to sign necessary protocol and if the prisoner refused, the investigator began to nominate threats against him and his family. There were threats that in case of refusal to sign the protocol, all the family will be arrested. A revolver was used as argument; the investigator knocked it on the table while crying, threatening and so on. If the investigator manages to get the necessary testimonies, repeated interrogations could not take place. The interrogation lasted depending on how quickly the investigator managed to break the prisoner and it could last from several minutes to several days [1, pp. 45-45 back; 5, pp. 155-156, 160-162]. In addition, the humiliations were commonplace during interrogations [4, p. 130]. Thus, we see that detainees immediately set in circumstances of psychological pressure and threats. The confrontations took place under the same conditions.

This pressure did not stop. After the interrogation, when the detainees set to the cameras, work on their breaking lasted. Special people were put to the cameras of temporary detention, their task was to urge the prisoners to give testimonies that they were demanded without any pressure; the argument was that in a couple of months they will be released from custody in this case [2, p. 452]. In this context, we can talk about using of the method of persuasion.

Feature of criminal cases against clergy was that in Soviet society all state facilities built atheistic society. The clergy was shown as a force that slow the development of society, as the exploiting class who always deceived the masses of working people. Under these conditions in that time in society a special stratum formed, it had openly hostile attitude to clergy and religious activists, seeing them as enemies. The Soviet and party activists belonged to it mainly. Quite often these people acted as witnesses and participants of confrontations. These facts were indicated by imprisoned priest of Konotop region Y. Tregub in the complaint addressed to the regional special prosecutor on November 26, 1936 [8, pp. 56-57]. These facts demonstrate once again that not only some employees of state security violated the law and used illegal methods of investigation, the whole that time repressive system was built in this manner.

Beating prisoners especially appalls by its brutality, which in the second half of the 1930th (especially in 1937) was a typical thing. Employees of public safety did not just beat detainees to obtain the necessary testimonies; they did it with extreme cruelty, inventing "exquisite" methods of torture.

After working with archival criminal cases we can state that tortures were used in urban and regional departments of the NKVD as well. By 1939, when Sumy region was founded, its territory was the part of Chernihiv, Kharkiv and Poltava regions of the USSR. In all these regional and district offices of the NKVD criminal cases against priests and clergy investigated. Today is quite difficult to say whether methods of tortures of clergy were different from tortures of other categories of prisoners. However, we can assume that this difference depending on the professional or social class of prisoners did not exist because of the significant workload of investigators and other employees of the NKVD. A variety of methods in our opinion can be explained by the imagination and the particular cruelty of every member of repressive system and by the power of resistance of prisoners.

In Kharkiv regional department of NKVD such method of torture as the Dog House was invented. In the room number 111 which was cashier's office, between it and the wall there was a cavity, where prisoners were forced to go and bark, while investigator was calling him a fascist dog. Such interrogation could last 5-6 days. During this period prisoner exhausted and began to lose consciousness. In such way the head of the IV department of UGB NKVD (Department of State Security People's Commissariat of Internal Affairs) in Kharkiv region lieutenant Boris K. Frey conducted interrogations [4, pp. 131].

This method of torture was quite diverse. So, we know that Ivan S. Drushliak used at least two its modifications: he forced prisoner to stand for several hours and spin on one spot barking or made him climb up the wardrobe and to bark at electric light bulb. The similarly method was used by the Assistant Chief of the IV Department of UGB NKVD in Kharkiv region Polovetskiy [3, pp. 203-204, 207].

I. Drushliak beat not only prisoners whose cases are kept, but others. During the interrogations he could come into the office and beat examinee without any reason. For such cases, he had a thick oak stick with a big tip, which interrogator called "rando". Besides, he was instructed to "split" the prisoners which did not give the testimonies to other interrogators. During the torture he used the same methods of physical pressure: inflicted a lot of punch in the stomach by fist and legs, broke chairs on the backs of prisoners, beat by stick, bent the arrested and beat by the edge of the hand on the neck, from which the prisoners fell on the floor. But the torture continued. The executioner raised semi-conscious prisoner and beat his head and his back against the wall. In addition, he spat in the face and mouth of prisoner. Not surprisingly, then most of the prisoners died, and in fact they were tortured to death [3, pp. 205-207].

Mass beating was used. Thus, the investigator Lypko, after he failed to get the necessary testimony from the accused, invited Z. Babushkin, B. Frey, Petrov, I. Drushliak for interrogation. There was a case where I. Drushliak after beating prisoner spat in his face with the words: "You have not suffered from syphilis, so I'll infect." After this the beating was continued. The beating by leg of the chair practiced and so on.

According to the complaint of the prisoner Tymokhin, addressed to the regional prosecutor, Frey, together with Zamkoviyy and Lyenskiy kept him tied to a chair, burned ears, nose, forced to eat paper, dance, crow, beat by boots, edge of his hand, fists.

Besides the above mentioned persons Povolotskiy, Zamkoviyy, Rothstein, Kuznetsov, Nikitin engaged in tortures of prisoners in the Kharkiv region UGB NKVD [4, pp. 121-137].

The situation in Chernihiv region UGB NKVD was similar. After getting the limit for the arrest of 2300 people in Chernihiv region, which were to be convicted to 1 category (execution), from the People's Commissar of Internal Affairs of the USSR Alexander Ivanovich Uspenskiy, head of the department Andrei Yegorov gathered heads of city and district departments of the NKVD at the working meeting and instructed them to arrest persons which were registered and suspected of involvement in the counter-revolutionary organizations. According to the words of A. Egorov he gave no direct references to falsify cases, as his subordinates showed their own initiative in this matter. Besides the instruction that was given to investigative work made such activities possible [10, p. 11].

Instructions were perceived and translated into practice. Physical torture methods that were used in the Chernihiv region were similar to the above – interrogations that lasted several days without a break accompanied by perverted forms of beatings and moral humiliation.

A clear example where the arrested priest tortured to death was the case of the priest of the village Kalinivka in Romny district Mikhailo Olexandrovich Hontarovskiy. In the first interrogation on the July 14, 1937 the investigator of Romny district NKVD Zverev found out the biography, social status, circle of friends. No question that related to the charges, according to protocol, was not asked.

Next interrogation apparently lasted several days, because the date is July 16-17, 1937 even in the interrogation protocol. We reject the possibility that the interrogation took place on the July 16 and on the 17 it was continued because there is no a single word about it in the protocol. Although when interrogation interrupted for any reason this fact recorded in the protocol. Thus we see that tortures are used – torture by insomnia, the beating was obviously used. During interrogation, the suspect was asked questions, the answers to which can confirm the accusations: "NKVD owns the data that you are a member of the counter-revolutionary clerics. I propose you to give true testimony" [7, p. 19] and 3 specifying questions.

A factor that confirms the fact of using of tortures, in our view can be the priest's signature on the protocol. If it is compared with the signature on the previous protocol, it is immediately noticeable that it is uncertain and unclear, the second part of the name is barely noticeable. It seems that it has put by exhausted person. Not surprisingly, that M. Hontarovskiy admits that in the village Kalinivka in Romny district there is a group of clerics which conducts counter-revolutionary work and aims to open a church closed in 1936 and he is its member. The most active members of this organization try to use the Constitution for their own purposes – to interpret its content in its own way – by turning a provocative direction [7, pp. 19-20]. As long as the case was repeatedly returned for further investigation, it is clear that the tortures continued. On January 1, 1938 M. Hontarovskyy dies in Romenska prison. But the head of the prison reported the prosecutor's office of this fact only on January 8 [7, pp. 59], and therefore the action on the case continues. On January 3 the assistant of regional prosecutor approves decision of investigator of NKVD, ranging "crimes" of the accused under Art. 54-10 part 1 [7 p. 57]. On January 9 a preparatory meeting of special college of Chernihiv Regional Court takes place, which adopts a resolution to return the case to the prosecutor for retraining of prosecution into Art. 54-10 part 2 [7, p. 58]. Only in two and a half weeks – on January 17, 1938 the case is closed due to the death of the accused [7, p. 59].

Thus, we see that the investigation was like a conveyor, whose main aim was to obtain the desired results – to perform the limit, not finding out the truth.

Cases where imprisoned clergymen died of tortures during the investigation were not infrequent. Only during the period of 1938-1939th the priest of Bilopillia Alexander Azbukin, the freelance priest Stephen Bushuev died in Sumy prison. In addition, it is found that the former prior of Glinska hermitage Niktariy (Nuzhdin) did not survive the investigation. We can assume that these are not all clergymen who did not survive the tortures. It is known that sometimes, when a prisoner died during torture the case made out as completed. According to this the act of execution was made. So it was with the "resident of Polish secret service" Zhelihovskiy, the case of which Pavlyuk investigated in the Kharkiv regional office of NKVD [12, p. 224-225].

It is no accident that most of the priests whom we mentioned and who died during the investigation were the prisoners of Sumy prison. In late 1930th among the prisoners of Sumy prison there were rumors about head of Sumy department of NKVD Oleksiy Ivanovich Kudrynskiy, known as executioner. During the interrogation he applied methods of physical pressure on

suspects. Night interrogations that lasted for 4-5 hours and always accompanied by beatings were common. The head of the city office of NKVD beat prisoners by hand edge on the neck, punched in squeals and under sides, took the prisoner with both hands on his chest and hit the whole body against the wall. O. Kudrynskiy had his favorite methods of beatings. Quite often he beat prisoners by ruler edge on the temples and nape. Also he arranged entertainment when a prisoner was set on the edge of the chair, which the investigator knocked by foot so that the prisoner fell to the floor. This lasted for several hours, and then it was beating by the foot of the chair. If A. Kudrynskiy was tired of interrogation or went in his business, the torture continued. They continued by other workers who came to change their chief. After the tortures the prisoners were thrown to a single camera for a few days. Such interrogation may be repeated several times until the prisoner gave the necessary testimony. Similar methods of interrogation and the practice of several hours' interrogation without sleep were used by the assistant detective of Department of Civil Security of Sumy office of NKVD M. Krysyev in 1937-1938. Fadeev was an "outstanding" investigator, who gave almost 100 % of crime solving, Kudrynskiy entrust him to investigate the cases of those investigators, who could not get necessary testimonies from prisoners. Fadeev got the required result during the night work [10, p. 12-14].

According to the words of the head of Chernihiv region office of NKVD A. Egorov the names of persons involved in falsifying of cases in Chernihiv region under his direct supervision are known: the head of the III department of NKVD Aleksandrovych, the head of the section of the III department Leszczynskiy, the former head of the Nijin district office of NKVD Bautin, Hromovenko [10, p. 11]. Of course, these are not all the names because it could be affirmed that all investigators used illegal methods of investigation especially during the "Great Terror", because as the officer of Kharkiv region office of NKVD V. Lyenskiy noted – at that time the situation in the NKVD was such that throughout the rooms you could hear screaming and groaning [4, p. 136]. And the situation was similar not only in the Kharkiv region office of NKVD, but also in all cities, districts, regional and national offices of NKVD of the USSR. One person involved in the official investigation of violations of the law in 1937 – 1938 says "All arrested were beaten by all, the whole department, all departments, all NKVD" [12, p. 222].

However, the situation changes dramatically after the resolution of RNC (Council of People's Commissars) of the USSR and the Central Committee of the CPSU (b) on November 17, 1938: higher political leadership of the country initiates investigation of violations of socialist legality. The new Commissar of Internal Affairs Lavrentiy Pavlovich Beria carries cleaning of the "yeshov staff" through this process [12, p. 224]. Investigations reveal mass beating of prisoners, pressure on them, falsifying of the cases. However, this does not mean change of the operating principles of security services. It was the occasion for another clean in their ranks.

### 3. Conclusion

In 1936-1938 in the USSR the massive using of illegal methods of investigation practiced by State Security. The victims of this were suspects and witnesses which required giving the necessary testimonies. Using of such methods regarding clergy also practiced. This practice was especially widespread in 1937-1938. The facts are known when the imprisoned priests die during the investigation in this period.

Beatings and physical torture used were part of the system and only complemented the means of moral pressure and psychological break. All illegal methods of investigation were chosen based on personal traits of arrested person, his family situation, professional affiliation and so on.

During the "great terror" beating acquires torture traits that carried by the workers of state security in perverted sadistic forms. It this period, almost all the prisoners suffered from physical tortures, they were used by all the workers of state security to a greater or lesser extent.

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## **An Exploration of the Relationships Between Self-Efficacy and Personality, Coherence, Occupational Stress, Burnout, Community Settings Among Probation Officers**

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### **Abstract**

The aim of the study was to examine relation between self-efficacy and personality, sense of coherence, stress, burnout, and community settings in probation officer/bailiff teams as well as work experience, age, number of reviews and number of cases. The results of the own study revealed that all the Big Five personality traits are related to self-efficacy. Self-efficacy indeed highly correlates with agreeableness, conscientiousness, and neuroticism. The levels of perceived self-efficacy is determined by factors such as age, work experience, the quantity of reviews carried out, and current responsibilities. With the growing number of cases, the level of self-efficacy decreases. One's level of self-efficacy increases with age and work experience. On the basis of the obtained results, it can be clearly seen that, apart from personal factors, there are more factors that condition levels of perceived self-efficacy. Community settings in probation/bailiff teams played an important role; correlation coefficients, although low, turned out to be significant.

**Keywords:** self-efficacy of probation officers, self-efficacy, probation officers in Poland.

### **1. Theoretical context**

The term *self-efficacy*, first used by Bandura, refers to the capability to exercise control over certain events or, in other words, belief in one's efficacy in certain situations or when approaching specific tasks. According to Bandura, perceived self-efficacy influences the way in which people approach tasks, the degree to which they are engrossed in tasks, and their emotional reaction when they find themselves in unique situations or attempt to foresee specific situations. Bandura claims that people behave differently when they are assured of their skills and abilities compared to when they feel unsure and incompetent. Self-efficacy influences one's thought patterns, motivation, and emotional arousal. Bandura and Cervone analyzed the influence of goals and feedback on motivation. According to them, 'simply adopting goals, whether easy or personally challenging ones, without knowing how one is doing seems to have no appreciable motivational effects'. Therefore, only goals with feedback enhanced the level of motivation. Pervin and John posited that 'perceived self-efficacy may influence making effort and taking action to such an extent that it will level out huge differences in skills'. Perceived self-efficacy also influences personal goals: the higher the level of perceived self-efficacy, the more demanding the goals. Moreover, perceived self-efficacy influences one's perseverance in pursuing a goal, as people with high levels of perceived self-efficacy tend to put more effort in achieving goals than people with low levels of perceived self-efficacy. Self-efficacy is linked to the emotional sphere: people with a high degree of perceived self-efficacy are characterized by good emotional states and low levels of anxiety and depression when pursuing goals. People whose level of perceived self-efficacy is high perform better at stress management than people whose level of perceived self-efficacy is low.

According to Bandura, a person may draw knowledge about their self-efficacy from the following sources:

- mastery experiences; successes build a robust belief in one's personal efficacy, failures undermine motivation,
- vicarious experiences,
- verbal persuasion,

- physiological and affective states accompanying the actions people take.

No research on perceived self-efficacy of probation officers has thus far been conducted. Therefore, the results presented below concern perceived self-efficacy measured among representatives of other professional groups.

#### Perceived self-efficacy and job burnout

A study conducted by Schwarzer and Halum with a group of 1203 German and Syrian teachers demonstrated that teachers with low levels of general self-efficacy more often experienced job stress that preceded burnout. According to the research, strengthening teachers' optimistic self-beliefs, along with improved teaching skills, would be a preventive measure to avoid job strain and burnout.

In his research, Betoret examined the relationship between school resources, teacher self-efficacy, stressors, and teacher burnout. The research was conducted with primary and secondary school teachers. The sample was composed of 724 Spanish primary and secondary school teachers. Analysis of the results by means of structural equation modelling revealed a relationship between external and internal coping resources and stress. Correlations between external (school support resources) coping, stress, and internal (self-efficacy) coping resources were negative, which means that higher self-efficacy and more substantial resources support lower job stressors. These results correspond with results obtained through earlier research on the relationship between self-efficacy, stress, and burnout confirmed by Brouwers, Chan, Brouwers, Friedman and Van Dick & Wagner.

#### Self-efficacy and stress

Many researchers have examined the mutual dependence of self-efficacy and stress among students. Results have revealed negative correlations (moderate and strong) between the two variables confirmed by Gigliotti & Huff · Solberg, Hale, Villarreal & Kavanagh, Solberg & Villarreal and Torres & Solberg ·

Research carried out by Hackett et al. showed that perceived stress and self-efficacy were found to be the strongest predictors of college academic achievement. High grades depended on high levels of self-efficacy and low levels of perceived stress.

Pintrich and De Groot conducted research with younger students. The results showed that both test anxiety and self-efficacy were related to academic performance in English classes; however, self-efficacy was a stronger predictor.

Torres and Solberg, however, only concurred that perceived self-efficacy was a predictor when it comes to academic performance; stress, on the other hand, was not reported to be as such.

An experiment conducted with college students, which involved a programme for decreasing rates of school dropout, showed that building self-efficacy and managing stress significantly increased participants' grades and decreased the dropout rate compared with the control group, which was only taught learning skills.

Jerusalem and Mittag conducted research with immigrants from East Germany. Their perceived self-efficacy had a strong impact on all aspects of adaptation processes analyzed in the research. Immigrants with high levels of perceived self-efficacy tended to interpret demands more as challenges than as threats. Immigrants with high levels of self-efficacy had less distressing experiences and health problems than individuals characterized by low levels of perceived efficacy.

#### Self-efficacy and personality

Cellar et al. investigated the relationship between personality and self-efficacy. The results indicated that self-efficacy was correlated with agreeableness, conscientiousness, and neuroticism. In another research results self-efficacy beliefs are also associated with personality traits including neuroticism and conscientiousness. Agreeableness and social self-efficacy ratings were significantly correlated. Self-efficacy was negatively associated with neuroticism and positively associated with the remaining personality traits, whereas caregiver strain was positively associated with neuroticism and negatively associated with agreeableness.

## 2. Methods

The present research aims to define the relationship between perceived self-efficacy of probation officers and independent variables such as personality, sense of coherence, stress, burnout, and community settings in probation officer/bailiff teams. Furthermore, a correlation

between such variables as gender, work experience, marital status, place of residence, and profession was established. The research problem was specified: what is relation between such variables as personality, sense of coherence, stress, burnout, and community settings in probation officer/bailiff teams and perceived self-efficacy among probation officers? The following hypothesis were formed on the basis of research on perceived self-efficacy and its determinants: perceived self-efficacy is determined by personality, sense of coherence, stress, burnout, and community settings in probation officer/bailiff teams.

In order to verify the hypotheses, the following tools were adopted: General Self-Efficacy Scale (GSE scale), Strength Burnout Scale, Sources of Work Stress Inventory, NEO-PI-R, Short Assessment of Community Settings in Probation Officer/Bailiff Teams (SACS), SOC-29 questionnaire, and a survey.

#### The Strength Burnout Scale (SBS)

Due to reservations regarding the reliability of the Polish adaptation of the MBI Burnout Inventory authored by Maslach, the present study makes use of the Strength Burnout Scale developed by Steuden and Okla. According to the latter 'the theoretical basis for the construction of the scale came as the concept of stress arising from professional activity of persons providing assistance to patients, results of authors' own empirical (pilot) research in the scope of stressors related to performed profession, as well as the experienced symptoms of the burnout syndrome' (translated from Polish). The scale consists of 66 questions measuring 5 variable components of professional burnout: decreased emotional control, loss of subjective involvement, decreased operational effectiveness, limitation of interpersonal contacts, and physical fatigue. The reliability of the scale was determined with the application of internal consistency, Cronbach's  $\alpha$  coefficient for the entire scale = 0.95; the explained variance percentage for the 5 isolated factors was: decreased emotional control – 12.48; loss of subjective involvement – 8.66; decreased operational effectiveness – 6.28; limitation of interpersonal contacts – 5.39; and for the fatigue it was – 4.48. The tool's theoretical accuracy was also examined with the use of factor analysis, which demonstrated the existence of five factors. Theorems qualified for the experimental version of the scale where the theorems with the factor load value: ranging from .48 to .69 for decreased emotional control; from .42 to .65 for loss of subjective involvement; from .41 to .56 for decreased operational effectiveness; from .42 to .56 for limitation of interpersonal contacts; and from .42 to .61 for physical fatigue.

#### Inventory of Sources of Stress in Probation Officers (ISS)

The Inventory of Sources of Stress in Probation Officers tool was developed by Skowroński. The reliability of the Inventory of Sources of Stress was calculated by estimating internal consistency and absolute stability. Cronbach's alpha coefficient for the entire inventory was  $\alpha = 0.93$ . Coefficients for individual subscales identified by applying the Exploratory Factor Analysis were: lack of understanding in the team and inappropriate atmosphere  $\alpha = 0.91$ ; inconsistencies and ambiguity connected with the discharge of professional duties  $\alpha = 0.88$ ; factors impeding development and course of professional career  $\alpha = 0.86$ ; lack of security and substantive support  $\alpha = 0.80$ ; supervision activities and inadequate physical working conditions  $\alpha = 0.79$ ; inappropriate reactions of wards  $\alpha = 0.88$ ; and lack of possibility to express opinions on systemic solutions  $\alpha = 0.73$ . All internal consistency coefficients attest to the reliability of both the entire Inventory of Sources of Stress in Probation Officers as well as all seven subscales. To estimate the absolute stability of the inventory, a group of 110 subjects was tested twice within a three-week interval. Both measurements were correlated with each other. The correlation coefficients range from 0.56 (moderate correlation, substantial relationship) to 0.92 (very high correlation, very certain relationship). Considering the value of correlation coefficients, one may conclude that the Inventory of Sources of Stress in Probation Officers is characterized by absolute stability.

#### Short Assessment of Community Settings in Probation Officer/Bailiff Teams (SACS)

Research concerning Short Assessment of Community Settings in Probation Officer/Bailiff Teams began in autumn 2011. The reason for creating a new scale was the need to design an accurate and a reliable tool that probation officers appointed by district courts could apply in assessing community settings in probation officer/bailiff teams subject to them. The scale measures atmosphere, team support and leadership. The reliability and validity of the SACS was confirmed. Reliability of the scale was achieved through its internal consistency. Cronbach's alpha

measure result for the entire scale was 0.91. The results for the subscales obtained in the factor analysis were the following: atmosphere – 0.87, team support – 0.83, and leadership – 0.77.

The validity of the scale was estimated through content validity and construct validity. The group of 41 probation officers was presented with the new definition of community settings: interpersonal relations taken as a whole and interpersonal relations between the members of the probation officer/bailiff team. Favorable community settings consist of elements such as interpersonal relations between members of a team, openness to criticism and other points of view, the possibility to speak freely in front of the team, mutual respect and understanding, atmosphere, and support. Unfavorable community settings consist of the opposite factors. Experts were asked to take a stance on the questions of whether these factors are representative of the definition of community settings.

The minimum content validity ratio (CVR) varies according to the number of probation officers. In this case, the group comprised 41 respondents. Lawshe states that in the case of a group comprising 40 probation officers, the minimum CVR value is 0.29. Only one item did not meet the minimum; however, it was retained in the scale due to its discriminating power, as well as since its rejection would cause a slight decrease in the internal consistency score.

Factor analysis revealed 3 factors. The cumulative percentage of the variance expressed by the three factors was 68.54, i.e., almost 70%.

#### Revised NEO Personality Inventory (NEO-PI-R)

Costa and McCrae developed the test. It is an inventory for measuring the Big Five personality domains. The inventory also measures the facets that define each personality domain.

The inventory consists of 240 items answered on a five-point scale ranging from 'strongly disagree' to 'strongly agree'. Questions concern the Big Five personality traits and their unique aspects (facets): neuroticism (anxiety, angry hostility, depression, self-consciousness, impulsiveness, and vulnerability); extraversion (warmth, gregariousness, assertiveness, activity, excitement-seeking, and positive emotions); openness (fantasy, aesthetics, feelings, actions, ideas, and values); agreeableness (trust, straightforwardness, altruism, compliance, modesty, and tender-mindedness); and conscientiousness (competence, order, dutifulness, achievement striving, self-discipline, and deliberation). The results can be interpreted for scales and subscales. The reliability and validity of the NEO was confirmed. Inventory reliability was estimated through internal consistency of each scale and facet. For the rest the reliability of the scales ranged between  $\alpha=.81$  (for agreeableness) and  $\alpha=.85$  or  $\alpha=.86$ .

The validity of the inventory was estimated by means of factor analysis (Principal Component Analysis with Varimax rotation). The model explained 56% of variance. Factor matrix data showed full correlation between facets and factor structure in terms of openness, agreeableness, and conscientiousness. The impulsiveness facet included in neuroticism is characterized by low factor loading. The angry hostility facet is linked with positive N and negative A. In the remaining facets, N achieves the highest values, as was expected. Assertiveness (the facet of extraversion) has a slightly higher negative A value, and lower positive E and lower negative N values. Positive emotions (facet of extraversion) achieved the highest positive E and O values.

#### Generalized Self-Efficacy Scale (GSES)

The Generalized Self-Efficacy Scale (GSES) was developed by Ralf Schwarzer, Michael Jerusalem, and Zygfyrd Juczyński. It refers to Bandura's concepts of expectations and personal efficacy. Expectations of personal efficacy here refer to the control of one's actions. GSES consists of 10 questions. It was used in 21 countries until 1998. GSES is a valid and reliable tool.

In order to define the reliability of the scale, its internal consistency was measured. For the entire scale,  $\alpha=.85$ ; the correlation coefficient in test-retest (with a five-week interval) was 0.78.

Scale validity was estimated by comparing GSES with several criteria related to the concept of self-perceived abilities. The Polish version of GSES has a weaker correlation with Life Orientation Test-Revised (LOT-R) in measuring dispositional optimism and the Rosenberg Self-Esteem Scale than the original version (RSES). Perceived self-efficacy is related to optimism, self-acceptance, and high self-esteem. Strong dependence correlates with internal locus of health control and intensified health behavior. Moreover, GSES has a uniform structure. The model explained 44 % of variance.

#### Life Orientation Test-Revised scale

LOT-R was designed by Antonovsky. It consists of 29 questions and measures 3 dimensions of the sense of coherence: manageability, meaningfulness, and comprehensibility. The reliability and validity of the LOT-R was confirmed. The reliability of the scale was measured by estimating its internal consistency, i.e., by means of Cronbach's alpha measure with the score ranging between 0.84 and 0.93. Validity was measured by LOT-R, which adopted Rumbaut's sense of coherence scale. Correlation between the two scales was 0.639. Congruent and discriminant validities were measured. As was expected, positive correlation occurred between LOT-R and a scale developed by Rotter for evaluating locus of control. The correlation coefficient was 0.385. LOT-R also correlates with fear. Correlation coefficient between LOT-R and Sarason's test anxiety was -0.212. As the state of health deteriorated, the percentage of respondents who belonged to the group with the best health condition dropped from 33 to 12 (Antonovsky, 2005).

#### Questionnaire

The questionnaire designed by the author of this paper comprised basic socio-demographic factors such as: age, profession, gender, work experience, marital status, education, number of cases, place of residence, and number of reviews conducted in the past year.

#### Group

The examined group comprised 300 respondents () who were probation officers carrying out decisions in criminal cases and cases involving minors given by district courts in Warsaw, Warsaw-Praga, Włocławek, Sieradz, and Bydgoszcz. The table below presents data concerning the examined group.

**Table 1.** Characteristics of the examined group

Variables	N/%
sex%	
women	223/74.3
men	77/25.7
age in years (M/SD)	40.8 ±7.03
marital status %	
married	223/74.3
divorced	18/6.0
widowed	12/4.0
unmarried	38/12.7
cohabiting	9/3.0
service period (M/SD)	13.4 ±7.48
occupation %	
probation officers for adult offenders	230/76.7
family probation officers	70/23.3

A total of 74.3 % of the group were women (n=223) and 25.7 % were men (n=77). The average age of the group was 40 years old. In total, 74.3 % of the respondents (n=223) were married, 6 % (n=18) were divorced, 4 % (n=12) were widowed, 12.7 % (n=38) were single, and 3 % (n=9) were in an informal relationship. The average work experience was 13 years. More than 76.7 % of the respondents (n=230) carried out decisions in criminal cases; 23.3 % (n=70) carried out decisions in family and minors cases.

### 3. Results

The analysis will start from the presentation of correlation between perceived self-efficacy and selected factors measured with Pearson-*r*. Secondly, the paper will present the analysis of relationship between burnout and its strongest correlatives by means of structural modelling.

Self-efficacy and personality

Due to many studies showing relationship between personality and self-efficacy, this paper adopted the five major domains of personality. The results of the research showed that self-efficacy is correlated with all the domains. In the case of correlation with neuroticism and conscientiousness the correlation is moderate and dependence is strong. The correlation coefficient between self-efficacy and neuroticism is negative, and between self-efficacy and conscientiousness is positive.

**Table 3.** Relationship between perceived self-efficacy among probation officers and the Big Five

	neuroticism	extroversion	openness	agreeableness	conscientiousness
GSES total score	-.533**	.303**	.196**	.183**	.448**

\*\* p < 0.01

Correlations between self-efficacy and extraversion, openness and agreeableness are positive, low, but clear. The results showed that people with high levels of perceived self-efficacy are conscientious, extrovert, open, and agreeable. Furthermore, the higher the level of neuroticism, the lower the perceived level of self-efficiency among probation officers. Relationship between perceived self-efficacy among probation officers and the personality dimensions measured by the NEO PI-R are showed below.

**Table 4.** Relationship between perceived self-efficacy among probation officers and the personality dimensions measured by the NEO PI-R

GSES total score	Neuroticism					
	Anxiety	Hostility	Depression	Self-consciousness	Impulsiveness	Vulnerability to Stress
	-.345**	-.393**	-.438**	-.330**	-.292**	-.631**
GSES total score	Extraversion					
	Warmth	Gregariousness	Assertiveness	Activity	Excitement Seeking	Positive Emotion
	.298**	.170**	.198**	.340**	.029	.256**
GSES total score	Openness to experience					
	Fantasy	Aesthetics	Feelings	Actions	Ideas	Values
	-.097	.152	.115	.270**	.213**	.074
GSES total score	Agreeableness					
	Trust	Straightforwardness	Altruism	Compliance	Modesty	Tendermindedness
	.299**	.083	.282**	.145*	-.133*	-.008
GSES total score	Conscientiousness					
	Competence	Order	Dutifulness	Achievement Striving	Self-Discipline	Deliberation
	.486**	.284**	.273**	.381**	.468**	.070

\*\* p < 0.01; \* p < 0.05

The most strongest correlations revealed between perceived self-efficacy and depression ( $r=-.438, p<.01$ ); competence ( $r=.486, p<.01$ ) and self-discipline ( $r=.468, p<.01$ ).

**Self-efficacy and burnout**

Perceived self-efficacy is closely related to burnout. Decreased employee effectiveness is considered one of the indicators of burnout. Table 2 presents correlation coefficients between perceived self-efficacy and burnout indicators, i.e., decreased emotional control, loss of personal commitment, decreased effectiveness, limitation of interpersonal relations, and physical fatigue.

**Table 2.** Self-efficacy and burnout

	decreased emotional control	loss of subjective involvement		decreased operational effectiveness	limitation of interpersonal contacts	physical fatigue,	total score SBS
GSES total score	-.418**	-.353**		-.475**	-.341**	-.416**	-.454**

\*\* p < 0.01

All the scores have negative values. Correlation coefficient ranged between -0.341 (correlation between self-efficacy and limitation of interpersonal relations) and -0.475 (correlation between self-efficacy and decrease in effectiveness of acting). Correlation values are either low (slight but clear correlation) or moderate (strong dependence). Self-efficacy is then conditioned by burnout.

**Self-efficacy and sense of coherence**

According to Antonovsky, sense of coherence is ‘a global orientation that expresses the extent to which one has a pervasive, enduring though dynamic, feeling of confidence that one’s internal and external environments are predictable and that there is a high probability that things will work out as well as can reasonably be expected’. Therefore, people with high levels of perceived self-efficacy can meet the demands. Theoretically, it should be expected that coherent people are characterized by high levels of perceived self-efficacy. This conclusion, however, is not supported by studies conducted with a group of probation officers. This was the reason for including the sense of coherence among self-efficacy correlatives. However, a relationship between sense of coherence and burnout was demonstrated. Correlation between self-efficacy and sense of coherence is presented in Table 4.

**Table 5.** Correlation coefficients between self-efficacy and sense of coherence

	comprehensibility	manageability	meaningfulness	total score LOT-R
GSES total score	.440**	.431**	.459**	.501**

\*\* p < 0.01

All the correlations were positive, moderate, and strongly dependent. People with high sense of internal coherence have high levels of perceived self-efficacy.

**Self-efficacy and age, work experience, number of reviews, and number of cases.**

The table below presents Pearson correlation coefficients between self-efficacy, age, work experience, number of reviews, and number of cases. Almost all correlations, except the correlation



between self-efficacy and the number of reviews, are significant. Coefficients range between .141 (correlation between self-efficacy and work experience) and .193 (correlation between self-efficacy and age). The more extensive the work experience, the higher the level of perceived self-efficacy; the older the probation officer, the higher the level of perceived self-efficacy.

**Table 6.** Self-efficacy and age, work experience, number of reviews, and number of cases.

	age	work experience	number of reviews	number of cases
GSES total score	.193**	.141*	ns	-.142*

\*\* p < 0.01

\* p < 0.05

Moreover, the correlation between self-efficacy and the number of cases was negative, which means that level of perceived self-efficacy increases as the number of cases decreases, and vice versa. In every case the correlation is weak, almost insignificant, but important. Against the expectations, age, work experience, number of reviews (except the number of cases) were the main correlatives in the level of perceived self-efficacy.

**Self-efficacy and stress**

Work Stress Inventory measures stressors connected with or resulting from the lack of communication on a team, unfavorable atmosphere at work, divergence and confusion connected with discharging professional duties, factors impeding development and course of professional career, insecurity and lack of factual support, controls, unsatisfactory work conditions, inappropriate reactions of the charges, and impossibility of addressing systemic problems. Additionally, an overall score of the inventory is measured. A correlation between the accumulation of stressors and perceived self-efficacy was expected. The researchers agree that burnout is the body’s reaction to stress. It was confirmed by Schaufeli, Van Dierendonck and Van Grp, Hart and Maslach. Self-efficacy is not only connected with the decrease in effectiveness of acting, but also is a burnout indicator. Therefore, stress was also considered to be a correlative of perceived self-efficacy. The higher the indicator values on the scale, the higher the levels of stress.

**Table 7.** Correlation coefficients between self-efficacy and stress

	lack of understanding in the team and inappropriate atmosphere	inconsistencies and ambiguity connected with the discharge of professional duties	factors impeding development and course of professional career	lack of security and substantive support	supervision activities and inadequate physical working conditions	inappropriate reactions of wards	lack of possibility to express opinions on systemic solutions	total score (ISS)
GSES total score	-.177**	ns	-.138*	ns	-.173**	-.127*	-.136*	-.194**

\*\* p < 0.01

\* p < 0.05

In addition to correlations between self-efficacy, divergence, and confusion connected with discharging professional duties as well as insecurity and lack of factual support, significant negative correlations also emerged. It has been observed that increased levels of self-efficacy go along with decreased stress resulting from lack of communication and unfavorable atmosphere, factors impeding the development and course of professional career, controls, unsatisfactory work conditions, inappropriate reactions of the charges, and the impossibility of addressing systemic change. Correlation coefficient values were low.

### Self-efficacy and community settings in probation/bailiff teams

Thus, research was not being conducted on the relation between community settings in probation/bailiff teams and self-efficacy. Such a relationship was believed to exist since community settings in probation officer/bailiff teams was a component of broadly understood professional support. The role of a supervisor is to increase the work effectiveness of supervisees. The demand for supervisors among Polish probation officers is huge; this was presented in a study. In Poland, probation officers affected by burnout have not had the opportunity to work under supervision. Community setting is an element of professional support that is created by members of probation officer/bailiff teams. It is independent of the governing bodies. Peer support seems particularly important in this profession.

**Table 8.** Correlation coefficients between self-efficacy and community settings on probation/bailiff teams

	atmosphere	team support	leadership	total score SACS
GSES total score	-.117*	-.125*	ns	-.124*

\*  $p < 0.05$

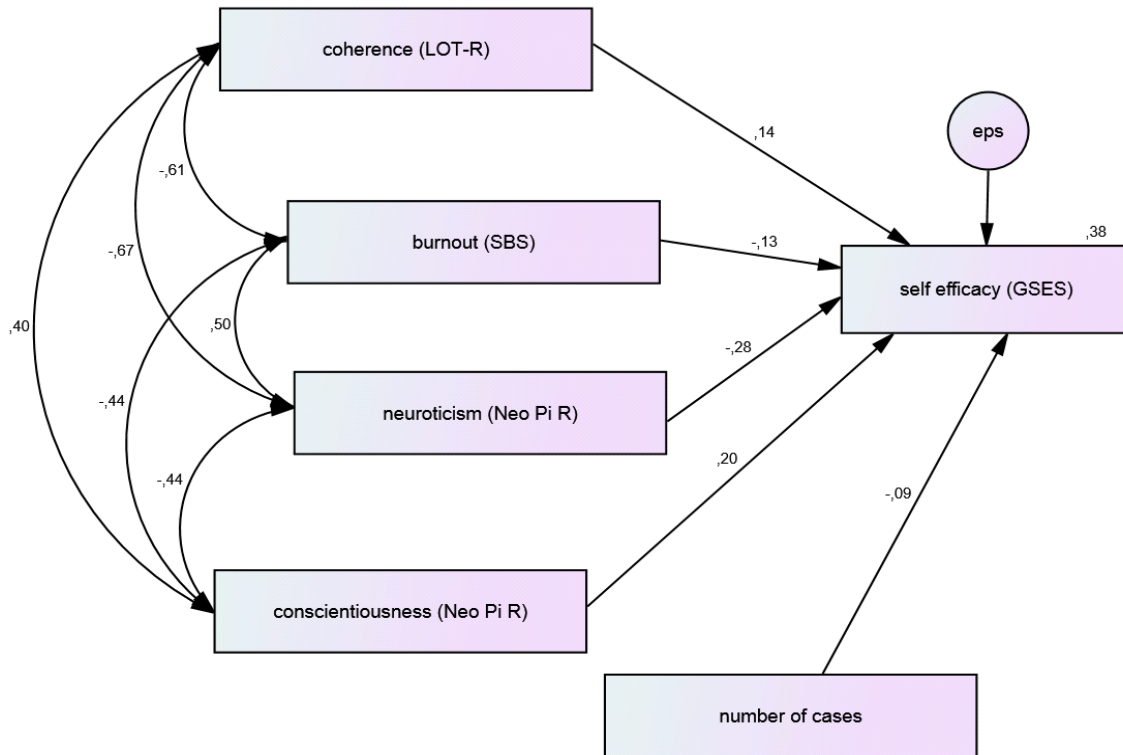
Short Assessment of Community Settings consists of the atmosphere on the team, team support, and style of leadership. An overall score representing the sum of the three factors is calculated. A high score means unfavorable community settings.

The values of the coefficients (except for the correlation between self-efficacy and style of leadership) are significant, negative, and range between -.117 and -.125, which is low; the correlation is almost insignificant. The higher the score (meaning unfavorable community settings), the lower the level of perceived self-efficacy. Despite the fact that the values are low, they are important.

#### Model of relationship between self-efficacy and other variables.

The model consists of one endogenous variable, which is the overall GSES score, and four exogenous variables: sense of coherence, conscientiousness, neuroticism, burnout, and the number of cases. The model was relevant, which can be seen in the RMSEA value (the Root Mean Square Error of Approximation) which was .066, ( $\chi^2(4) 9.141, p > .05$ ), Hoelter  $N=311$ , as well as fit indices:  $NFI=.984$ ,  $CFI=.991$ . The model explained 38% of the variances of dependent variable, i.e., level of perceived self-efficacy.

Figure 1 shows only the direct influence. It was impossible to create a model that would include indirect influence.



**Fig. 1.** Model of relationship between self-efficacy and neuroticism, sense of coherence, burnout, and the number of cases, RMSEA=.066,  $\chi^2(4)$  9.141, Hoelter N=311, NFI=.984, CFI=.991 (source: own study).

As the value of conscientiousness increases by one unit, the value of self-efficacy increases by .20 units. Therefore, the level of self-efficacy increases with the level of conscientiousness.

Increasing neuroticism by one unit causes a decrease of self-efficacy by .28 units. The higher the level of neuroticism, the lower the level of perceived self-efficacy.

In the case when the sense of coherence increases by one unit, the burnout indicator increases by .14 units. This is the case of positive dependence: the higher the level of sense of coherence, the higher the level of perceived self-efficacy.

When the burnout value increases by one unit, then self-efficacy decreases by .13 units, which means that the higher the level of perceived self-efficacy, the lower the burnout.

The value of correlations between the exogenic variables is presented in Table 8.

**Table 8.** Estimates of relationship between the variables in the model.

			Estimate
neuroticism	<--	conscientiousness	-.440
	>		
burnout	<--	conscientiousness	-.443
	>		
conscientiousness	<--	sense of coherence	.398
	>		
burnout	<--	neuroticism	.503
	>		
burnout	<--	sense of coherence	-.605
	>		
neuroticism	<--	sense of coherence	-.674
	>		

(source: own study)

The sense of coherence, understood as internal coherence, correlates negatively with burnout and neuroticism and positively with conscientiousness. People characterized as coherent have lower burnout and lower levels of neuroticism. Conscientious people have lower levels of neuroticism and burnout. The higher the level of neuroticism, the higher the level of burnout.

#### 4. Discussion

Luthans, Youssef, and Avolio proved that higher self-efficacy makes it more likely that individuals will succeed at challenging tasks. Self-efficacy focus on goal-directed thought and behavior and situation-specific goals.

The aim of the study was to examine relation between self-efficacy and personality, sense of coherence, stress, burnout, and community settings in probation officer/bailiff teams as well as work experience, age, number of reviews and number of cases.

All the Big Five personality traits are related to self-efficacy. Furthermore, the results of a study conducted by Cellar et al. were confirmed. Self-efficacy indeed highly correlates with agreeableness, conscientiousness, and neuroticism. People with high levels of perceived self-efficacy can be characterized as conscientious, extrovert, open, and agreeable. People with high levels of neuroticism have low levels of perceived self-efficacy.

The levels of perceived self-efficacy are determined by factors such as age, work experience, the quantity of reviews carried out, and current responsibilities. This hypothesis proved to be only partially true. Current responsibilities affect self-efficacy. With the growing number of cases, the level of self-efficacy decreases. One's level of self-efficacy increases with age and work experience. The number of reviews turned out to be an insignificant factor. This proposal constitutes the basis for the revision of the Polish system of probation, where, for many years, the number of cases per one professional curator is over 150, in the period from 2005 to 2008, this number was more than 300. Compared with the Polish curators, curators Australian lead of about 30 cases. A system in which on one curator for as much as 150 cases may not be effective.

The results of own studies coincide with the results of studies with Syrian and German teachers conducted by Schwarzer and Halum. Their research proved that teachers with low levels of perceived self-efficacy are more prone to job stress, and then burnout. The study conducted with probation officers revealed significant negative correlations. Self-efficacy increases as the levels of stress decrease due to lack of communication on a team and unfavorable atmosphere, factors impeding the development and course of professional career, controls, unsatisfactory work conditions, inappropriate reactions of the charges, and the inability to address systemic change. A contrary situation occurred in the correlation between self-efficacy, divergence, and confusion connected with discharging professional duties, as well as insecurity and lack of factual support. The correlations are significant; however, their value is low. Results of the research to date have to a certain extent been confirmed by Betoret, Friedman, Van Dick & Wagner, Brouwers et al., Brouwers, Chan although they concerned professional groups other than probation officers. It can be stated that the correlation between stress and self-efficacy is not characteristic of just one profession, especially because this relationship occurred in other groups, e.g., students – confirmed by Torres & Solberg, Barrios, Solberg & Villarreal, Gigliotti & Huff, Solberg, Hale, Villarreal & Kavanagh, Hackett et al.; school pupils – confirmed by Pintrich & De Groot, and immigrants – confirmed by Jerusalem & Mittag.

The results of this study confirms research results of Law and Guo, because the probation officers' degree of self-efficacy was found to be significantly related to their job stress. A work in a correctional institution is stressful. Probation officers in Poland with higher self-efficacy would have less job stress. In studies of Chuang et al. and Skaalvik & Skaalvik, the level of self-efficacy was not found to be significantly associated with job stress. Further study is needed for clarification of possible influences underlying this result.

On the basis of the obtained results, it can be clearly seen that, apart from personal factors, there are more factors that condition levels of perceived self-efficacy. Community settings in probation/bailiff teams played an important role; correlation coefficients, although low, turned out to be significant.

In the Polish system of probation, probation officers are not provided with supervision, which plays an important role for the self-efficacy. This solution is essential and necessary. According to Bandura and Cervone only goals with feedback enhanced the level of motivation.

One of the primary objectives of supervision is to give feedback. It can therefore be expected that supervision affects the effectiveness of probation. Undoubtedly, it is in the interest of every country to have an efficient, effective and professionally operating team of probation officers/guardians, as court probation services are extremely important in social control. The introduction of supervision in terms of probation officers/guardians should be considered. Offering assistance in the form of psychological support, which should be a standard procedure, should also be considered. Support for probation officers/guardians should be an element of social support.

### 5. Conclusion

The results of this study, especially the personality variables, should be taken into account when interviewing candidates applying for the position of a probation officer. Candidates accepted for the position should have low level of neuroticism and high levels of conscientiousness and internal coherence.

For further studies, the author recommends adding qualitative measurement, such as face-to-face interviews, for more precise observation to enhance the accuracy of the data.

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