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## **Theoretical Perspective And Review Of Literature In Relation To The Factors That Motivate Female Citizens To Join Bangladesh Armed Forces**

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### **Abstract:**

*The aim of the present study is to analyze the theoretical perspective and review of literature in relation to the factors that motivate female citizens to join Bangladesh Armed Forces. The female employment is one of the vital indicators of women empowerment and social development. The Armed Forces of Bangladesh started mostly with men back in 1971. But the forces become diversified and vibrant once female soldiers joined the Armed Forces in 2000. This article tries to find out the factors and related means to measure motivation towards joining the Armed Forces. It is revealed from the literature review that motivation is one of the vital factors to change an individual in his/her life. Research journals, articles, newspapers, unpublished research thesis and books are used in this study as secondary sources of data. An analytical method has been applied to interpret the data. This article will try to portray a clear concept to the researcher about motivation which will also create interest to the researcher for further study on different issues related to the motivation in Bangladesh perspective.*

**Keywords: Motivation, Female Citizens, Armed Forces of Bangladesh.**

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**Introduction:** Motivation is the process that stimulates, guides the needs, and utilizes goal-oriented behavior. Motivation is a consequence of an individual effort to fulfill basic needs. These needs can influence an individual behavior and traits which can create internal pressure as well. Motivation is a strength which makes someone to move or to act in a certain way and a system of encouraging someone to implement his best probable effort for attaining the existing goal (Rashid, 2022). Motivation refers to the processes that initiate, direct, and maintain goal-directed activity (Deci & Ryan, 2000). So, finally we can say that motivation is a psychological process that energizes, directs, and sustains behavior. It is the

internal state that drives individuals towards specific goals or outcomes. Key components of motivation are (a) Energization: Motivation provides the energy or drive to initiate and sustain behavior. (b) Direction: It guides behavior towards specific goals or objectives. (c) Persistence: Motivation helps individuals persist in their efforts despite challenges or setbacks.

Motivation plays a vital role in the military academy. Military organizations demand cadets to continuously participate in physical and psychological properties (Segal, 1986). When they enter the academy, they are supposed to undergo exhausting and often severe military training (Caforio, 2018).

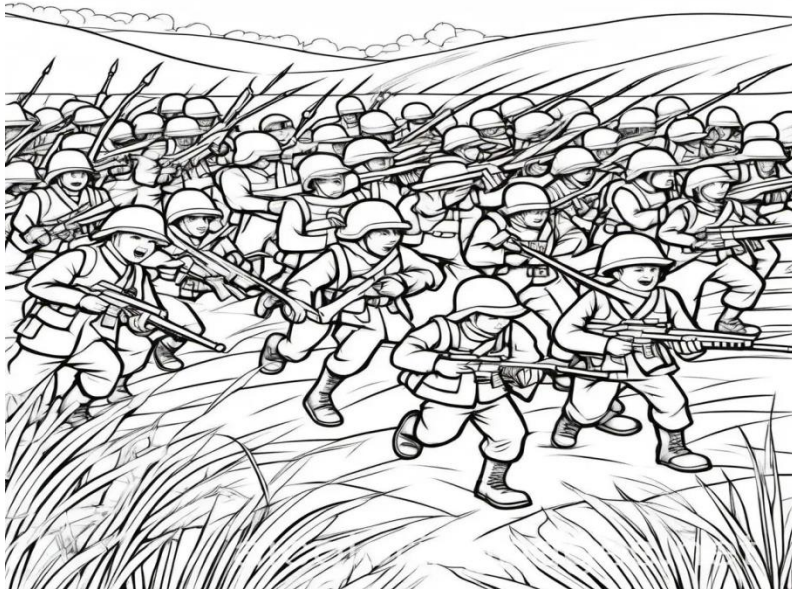


Figure: Sketch of Cadet's Training in Military Academy

**Motivating Factors to Join Armed Forces: An Overview:** Patriotism, employee benefits, type of work, military society, financial evaluation, personal interest and family tradition are the factors that motivate men and women to join the Armed Forces (Binkova and Eva, 2022). Children start thinking about their future when they become mature. They understand their life and security. They try to find out which career will give them economic security and stability. Their dream is also influenced by their surroundings, family, parents, school, and guardians. Present context, children want to be doctors, engineers, teacher, BCS cadre, barrister, IT specialist, executive of multinational companies, etc. But during 80's military jobs were the most lucrative choice by profession. Now a day, armed forces are taking many steps to motivate young generation to join military, but it seems insufficient (Rashid, 2022). Social uprightness and recognition of the armed services and the benefits from it are also very vital (Binkova and Eva, 2022).

A situation or fact that affects the result of something is called factor. Family, peers, school itself and society are among causes that influences people to motivate any career choice. There are three distinguishing features; intrinsic, extrinsic, and interpersonal. Literature reveals that intrinsic motivation is more influential than extrinsic motivation because it functions from one's interests and preference (Mustafa & Kiani, 2021). Youth may be motivated to choose their career based on materialistic benefits in relation with a challenging profession such as salary, job security, job availability and mental satisfaction (Ryan and Deci, 2000; Edwards and Quinter, 2011; Baker et al 2014). The adolescence desires and expectation are being influenced by social and community members, their peer groups and many more factors (Rashid, 2022). Following are the important factors:

- 1) Family Decision
- 2) The School/ College Environment
- 3) Peer Pressure
- 4) Relatives
- 5) Social and Community Pressure
- 6) Emotional Turmoil
- 7) Biological Change
- 8) Childs Ability

**Background of the Study:** Bangladesh's Armed Forces started its journey during the liberation war in 1971. It started as a very small force comprised of some elements of the Pakistan Armed Forces who involved in the liberation war to make the prime fighting force. Today it is more capable, trained and well-armed force. The Armed Forces equipped over the last four decades as well-organized forces are not only performing the primary duty of protecting sovereignty of Bangladesh, but are also playing pivotal role to develop nation building activities. Our Armed Forces are preferred by the UN for its well acceptance peacekeeping and peace building activities. Armed Forces personnel are the countries ambassadors in abroad (Choudhury, 2015).

The Armed Forces are comprised of a large number of men but recruitment of female is a great step forward for a society. The female recruitment as military personnel has a prime legacy within the military of Bangladesh. The contribution of female in liberation war of 1971 is remarkable. Our female contributed equally to the national crisis of 1971 in connection with male counterparts. Capt Sitara Begum and Taramon Bibi were bestowed with the honor of 'Bir Protik' for their legendary contribution throughout the liberation war. However, it is remarkable for female to join Armed Forces after completion of rigorous formal training which is remarkable example in military. (Rahat, 2019).

The role of female in Bangladesh military was limited only by medical corps that is doctors and nurses before 2000. In year of 2000, female citizens joined the Armed Forces. As they have chosen this hard path, they need to overcome those with zeal, enthusiasm and spirit. (Rahat, 2019).

Female in the Armed Forces has continued to increase over the last decade (Mankowski et al., 2015). Bangladesh inducted female officers in the Armed Forces with a few challenges initially but now days they are doing excellent with male counterparts (Molla, 2014). Military is more challenging job considering many jobs in the national and global market (Mckay, 2019). Countries around the world are working how to best facilitate women in their militaries (Barbara et al., 2022). Remarkably the female joining in the Armed Forces has been increasing but their reason for choosing Armed Forces that vary. Their motivation depends on behaviors and believes in relation to cultural principles. Gender has a significant influence on motivation stated in psychological and educational research (Torrealba, 2020).

Eligible candidates in terms of age, academic achievement and basic physical attributes can apply for Bangladesh Armed Forces as an officer. Services offer a lot positive aspects that motivate young generation to join Bangladesh Armed Forces. Honor, dignity and pride of military officers are recognized in our society. Statistics stated that the number of candidates appear in ISSB after completing their HSC is about only 3.25 percent of students (Statistics and Development Dept. of ISSB, 2018). However, result is not only criteria for selection in Armed Forces. Cognitive abilities, determination and balanced personality traits also required to be selected as an officer cadet in Armed Forces (Focused Group Discussion with Psychologist of ISSB, 2022). However, a limited number of potential female candidates is applying for Bangladesh Armed Forces and thereby only a few candidates get recommendation. In this context, we see the shortage of officer in Armed Forces. So, bulk of young generation is considering diverse work sector beside Armed Forces.

Various analyses reveal that female candidates are less likely to join in the Armed Forces compared to the male counterparts. However, their number in the military is increasing day by day. In this connection, we need to know the factors that motivate female citizens to join Bangladesh armed forces. So far as we are concerned about the present study, there is no such research and research instrument in relation to female citizens to join Bangladesh Armed Forces in the perspective of Bangladesh.

### **Theoretical Perspective:**

**Relevant Theories of Motivation:** There is not only theory that describes all parts of human motivation, but also the theoretical descriptions do frequently serve as the basis for the growth of approaches and systems to increase motivation in different areas of human efforts.

**Maslow's Needs Hierarchy Theory:** Maslow's Hierarchy of Needs must be one of the best-known motivation theories in the world. He is a good starting point to start examining the different motivation theories and starts with the idea that people always tend to want something and what they want depends on what they already have. Maslow proposed that there are five different levels of needs people have to seek satisfaction for their basic needs. The first or lowest level is physiological needs. A person doesn't have any other needs before these physiological needs like food, water, shelter and clothing are fulfilled. When

people don't feel hunger, thirst or cold, their needs go to a second level. The second lowest level is security needs. In that level a person needs to feel secure in his/her family and in a society, and feel protected against violence. The need for safety is manifested with job security, savings and for insurances of health, mental health, old age and disability. Love and belongingness are the third level of Maslow's hierarchy. After feeling secure, people need to feel that they receive and exchange love, they are appreciated and they have good friendships. The fourth level is esteem needs. It is the need to be unique with self-respect and to enjoy esteem from other individuals. People want to evaluate themselves highly and based on their achievement receive appreciation from other people. Lack of these needs may cause inferiority, helplessness and weakness. Highest level of Maslow's hierarchy of needs is need of Self-actualization. The development of this need is based on the satisfaction at the other four lower levels. Maslow Hierarchy of needs are very much important for the present studies as it always tend to motivate for something. Nobody can move forward without motivation to receive the goal.

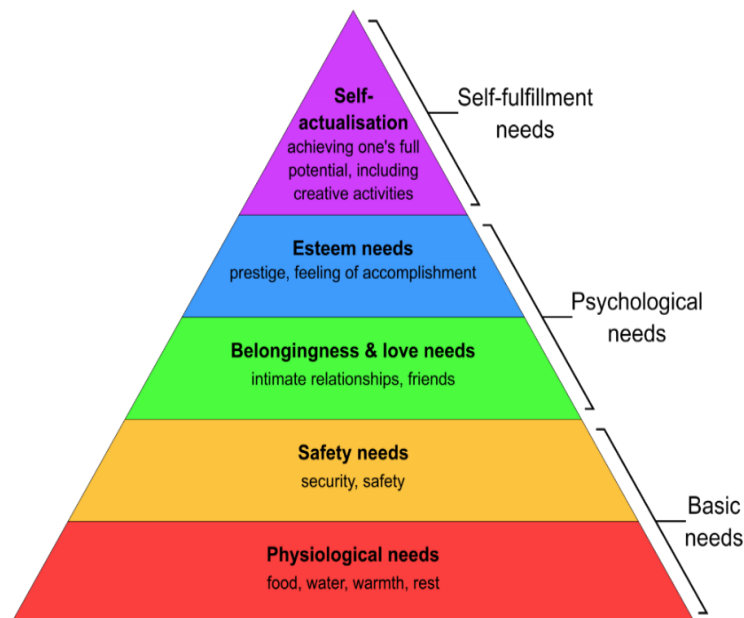


Figure: Maslow's Need Theory

**Herzberg Motivation and Hygiene Theory:** Herzberg's motivation/hygiene theory is popular theory in job sector. It is also known as the two-factor theory. He initiated a study where he asked subjects to recognize those things that made them feel positive with their job and those that made them feel negative. Hygiene factors want to get instant benefits while motivator's factors tend to get longer-term benefits.

**Motivators:** Motivator's factors inspire people to work by their self-satisfaction. It changes the nature of the work. Individual takes challenge to develop themselves and flourish their talents and potentials. Intrinsic factors are the core motivators to play important role to take

responsibility. Adding that there are few factors such as recognition, achievement and growth which are key factors as motivators. These factors do not dissatisfy them if they are not present. But if it is present then the inspiration of employee will be very high and satisfied (Bogardus, 2007). When individual value hygiene factors the dissatisfaction cannot be avoided. Then dissatisfaction occurs and motivation cannot remain.



Fig: Motivation and Hygiene Theory

**Hygiene Factors:** Hygiene factors are those that job holders always think to be a decent condition. Hygiene factors are those that present because satisfaction but if the hygiene factors are not present it causes dissatisfaction. The study’s findings of Herzberg theory are that, the opposite of satisfaction is not dissatisfaction but no satisfaction. (Salanova & Kirmanen, 2010).

**McClelland’s Achievement Motivation Theory:** McClelland took a different approach to conceptualize needs and argued that needs are developed and learned. He focused his research away from satisfaction. He was also adamant that only one dominant motive can be present in our behavior at a time. The theory also explains what affects an individual’s need for achievement, power and affiliation on their behavior. McClelland has stated that every individual’s motivation is driven by the need of these factors, irrespective of age, gender, race or culture one belongs to. The factors of achievement motivation theory are discussed below:

### Need for Power

- i. Have desire to control and influence others
- ii. Argumentative, competitive assertive in nature
- iii. Enjoys status and recognition
- iv. Feel frustration under uncontrolled situations

### Need for Achievement

- i. High performer
- ii. Believe in excellence
- iii. Strong mind
- iv. Calculates risk
- v. Demands regular feedback from superiors
- vi. Prefers working alone
- vii. Appreciates accomplishment rather than rewards

### Need for Affiliation

- i. Feel belongingness
- ii. Seeks love, affection and recognition
- iii. Agreed with co-workers
- iv. Fears rejection
- v. Prefers collaboration
- vi. Avoid high risk and uncertainty
- vii. Prefers group works to working alone

**Reinforcement Theory:** The most popular theory of motivation is the reinforcement theory which focuses on the consequences of human behavior as a motivating factor. It denotes the positive reinforcement and promotes the individual to do the desired work repeatedly, based on Skinner's operant conditioning theory. Praise, appreciation, a good grade, trophy, money, promotion or any other reward are the motivational factors to do the desired behavior repeatedly (Gordon, 1987).

**Lock's Goal-setting Theory:** Goal setting theory is integrated model of motivation and a key determinant of expression. The goal setting theory really talks about difficulty, specificity, acceptance and gives suggestions to incorporate them. Objectives to implement incentive programs and management in several platforms (Lock, 1990). Lock's recipe for effective goal settings includes:

- 1) Setting of challenging but attainable goals. Too easy or too difficult or unrealistic goals don't motivate us.
- 2) Setting goals that are specific and measurable. These can focus us toward goals.
- 3) Goal commitment should be obtained. If we do not commit to the goals, then we will not put adequate effort toward reaching them.

- 4) Strategies to achieve this could include participation in the goal-setting process, the use of extrinsic rewards, and encouraging intrinsic motivation through providing feedback about goal attainment.
- 5) Support element should be provided. Knowledge and results are essential.

**Cognitive Theories of Motivation:** Cognitive theories discuss our thought and learning. It can affect our motivation; represent some specific factors of motivation. It includes following factors:

Plan	Learned helplessness theory
Goals	Mastery beliefs
Implementation intention	Attributions
Deliberative versus implementation mindsets	Expectancy
Promotion versus prevention orientations	Values
Growth versus fixed mindsets	Self-concept
Dissonance	Identity
Self-efficacy	Self-regulations
Perceived control	Learned helplessness theory
Reactance theory	Self-control

**Social Cognitive Career Theory:** In the current society, technology is changing very fast, the relationship between workplace and employee has been unstable and new model has been established that is boundary less (Arthur & Rousseau, 1996). There are three social cognitive stages of career development behavior. Those are self-efficacy beliefs, outcome expectations, and career areas and perspectives which includes ethnicity, culture, gender, socioeconomic status, social support and challenges to mold and individual educational and career plans (Lent et al., 2000).

Social cognitive career theory forces the critical situation between the personal aspirations of young generation to choose their career and decision making and external influences that act on them. The three-dimensional frame work has been developed by carpenter and foster (1977). It classifies the factors that influence to choose career and their aspirations to career. Research shows that factors come from either intrinsic or either extrinsic or interpersonal dimension. Intrinsic motivation related to profession and society role and extrinsic motivation related to social recognition and security, whereas interpersonal motivation is related to influence family, friends and teachers (Carpenter & Foster, 1977). Extrinsic factors are connected to some external regulations and benefits associated with some specific profession (Soffner et al., 2015). Job availability and good amount of salary are also motivating factor to select youth profession (Ryan & Deci, 2000). Social cognitive career theory gives importance to psychological factors such as interest, abilities and values. Social factors include socio economic status, gender, race and

economic factors includes employments opportunities, training opportunities etc (Long et al., 2002).

Theory is a composite thought that help to analyze things (Grace,2023). Theory helps the researchers to gain the overall understanding and concept in any field of study. In the present analysis identified different factors from above mentioned theories. The investigated findings from theories are safety and security, working conditions, status, praising, money, promotion, achievement, strong mind, assertive and competitive, status and recognition, good grade, collaboration and group works which supports to my present study.

**Literature Review:** The literature review on factors motivating female citizens to join the Bangladesh Armed Forces reveals a complex interplay of personal, societal, and institutional influences. While research on this topic is limited in the Bangladeshi context, studies from other countries suggest that factors such as personal fulfillment and societal recognition play significant roles in women's decisions to pursue military careers. However, existing research also highlights the need for further exploration of specific factors that might uniquely influence women's motivations in Bangladesh. For instance, the impact of cultural norms, socio-economic conditions, and the specific challenges faced by women in the Bangladeshi military require in-depth investigation. Additionally, understanding the role of family support, educational opportunities, and career advancement prospects within the armed forces is crucial for gaining a comprehensive understanding of women's motivations.

Different studies have been conducted to determine factors of job or occupational interest in western culture. But very little research has been found in Bangladeshi context. The number of studies in Bangladesh armed forces in related field is very limited. The role of female in the military has a long history. We can conveniently approach the topic by means of scientific tools, offered by empirical sociological research. It is feasible here to organize the discussion about the long road toward integration of female within armed forces (Marina Nuciari, 2006). Military officials said all-male jobs may partially change over timewith inclusion of women, and the gradual progress in expanding opportunities for female in the military. "Incrementally over time, it's been one success after another," Pionk (March 18, 2016). Female cadets who had just started to study military job, their prime motive was military activity, success in profession and acceptance to society (Prykhodko, Yurieva, Timchenko et al., 2020).

Study revealed that the following factors influence female to join armed forces as a military career, education, job security, challenging opportunities, physical fitness, familiarity with military culture (Barbara et al., 2022). According to research findings, in most countries of the world, women choose defense force because of enough marital support, prestige, social guarantees, self-realization (Prykhodko, Yurieva, Timchenko et al., 2020). Women joining in the armed forces are growing due to democratic environment countries of the world (Fitriani et al., 2016). Findings in the Ukranian research that women join military service due to their self-realization and socioeconomic status which were the leading factors. They also took consideration of high wages, social benefits, the possibility

of early retirement, medical care etc (Prykhodko, Yurieva, Timchenko et al., 2020). Another study shows that young people join the military for intrinsic value-oriented reasons (duty to country, self-discipline, etc.) (Eighmey, 2006).

Patriotism was also another factor to join military service which was equally with the men and female. Many studies in different countries found that there are positive and negative factors to choose military service (Prykhodko, Yurieva, Timchenko et al., 2020). A Bulgarian study involving 348 military personnel showed that the main factors for choosing a military career are the opportunity for early retirement, the salary, certainty and predictability at the workplace, opportunities for improvement, and career development (Grigorov & Spiridonov 2018). Studies found that children's inclination to military service is determined by parents' attitude. Military background family has more propensity to choose military service for their children than those family where parents did not serve in military (Shannon et al., 2020). Remarkable numbers of enthusiastic young girls applied against circular and it had been a history ever for Bangladesh military. As they have chosen this hard path, they need to overcome those with zeal, enthusiasm, spirit and showing bravery. Thereby they can win onto it (Rahat, 2019). Bangladesh armed forces has got new dimension by recruiting female officers of regular course in year 2000 in Bangladesh Navy and they are playing significant role in supporting our military organization in various field. There are many areas where female officers are more vibrant to achieve the organizational goal.

**Instruments in the Study of Motivation:** The development of instrument used in the study of motivation has a long history. Jones (1987) developed the armed services career choice scale which mainly used for the identifying attitudes and motivation towards armed services. Schule (1984) explained and do multidisciplinary survey on socio economic and demographic variables. It also measures the values and attitude, aspiration and motivation on career preferences and goal for the future.

Ullah et. al, (2013) used the career preferences factors scale. The factors were labeled as medical life style, social orientation, economy and prestige, hospital orientation and ease to build up. Overall, the scale will explore the role and motivation of the factors in selecting the career in medical. Singh and Kumari (2020) investigate the career preferences and motivation on senior secondary level students where number of elements that influence a student's job choice.

Kansal and Yadav (2021) stated that percentage statistics and t-test were employed to analyze the career choice where military profession highlighted for 20 percent. Maxime et. al, (2009) studied on work extrinsic and intrinsic motivation scale: its value for organizational psychology research. This study took sample from military and civilian where they tried to find out the work motivation and self-determination.

Gagne et. al, (2015) developed the multidimensional work motivation scale to measure the different forms of motivation for different tasks in a particular job. Baker (1990) worked on scale development for enlisted motivation measure where to assess the importance of

various factors to join military. Findings factors are self-development, education, money, job skills, soldiering, benefits and women's opportunities. Filosa et. al, (2020) used military academic motivation scale and the scale find out different motivational factors to join military those are work engagement, organizational commitment, job performance, extra role behaviors, burnout, and intention to quit.

**Conclusion:** The Armed Forces equipped over the last four decades as an organized force not only performing the primary duty of protecting sovereignty of Bangladesh, but also is playing pivotal role to develop nation building activities. Motivation is one of the important factors of an individual that direct the person towards goal directed behavior. Moreover, it should be investigated and measured as a psychological construct which will influence the individual to achieve the goal which is not so far developed. On the other hand, respective military services can also set the eligibility of preliminary selection procedure keeping the goals in mind. Thus, present study is likely to contribute a few ideas in relation to factors which may determine quality and quantity of female candidates of Bangladesh armed forces.

**Recommendations:** Bangladesh armed forces may take findings of present study to motivate female citizens to join military forces in a more effective way. Service headquarters may create lot of motivational campaign for female candidates to join Bangladesh armed forces. They can create awareness program by making documentaries, films, drama to show military life and work environment. As discussed in the study that the military of Bangladesh is organized and reputed force which not only performing the primary duty of protecting sovereignty, but also is playing pivotal role to develop nation building activities that should be continuously projected through social and electronic media and print media. Motivational lecture may be arranged to motivate students to join Armed Forces of Bangladesh. Armed Forces can think on cartoons and games which are related to military to motivate adolescents.

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