

Which Factors Influence Their Loyalty?

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Abstract: [Purpose/ Significance] The reform of the size, structure and composition of the armed forces will bring about the problem of changing the identity of the soldiers in active service. Taking teachers in military academies as an example, according to the theories of identity, social roles, and labour transformation, this paper analyzes the historical evolution of their identity transformation. The particularity of this identity transformation is demonstrated through data analysis of the ten-year construction of the civilian personnel system in military academies.[Method/ Process] The data includes two parts. The survey data is from "Analysis on The Process and Mechanism of Party Identification Formation". In addition to it, the depth interview and focus group are conducted to understand their concerns in details. The binary logistic regression model is used here to test hypotheses.[Result/ Conclusion] Faced with the trend of "civilian personnel in non-combat establishment", this paper puts forward the present situation and challenges of constructing the "civilian" identity for teachers in military academies.

1. Introduction

Research on the transformation, conversion, and rotation of social occupations in China has focused on migrant workers, civil servants, railway system employees, and retirees, because these occupations are very representative during the 40 years of China's reform and opening up. To study the military personnel in the system during the special reform process, we should also look for the law from the existing literature review.

2. Social Role Theory

A set of norms of rights and obligations and behavior patterns consistent with a certain social status and identity of people, which are people's behavior expectations for people with a specific identity. Occupational cognition, including the social role composition of occupation, is a product of social construction and the result of mutual interaction of various forces, forming the basis of social groups or organizations. ^[1]

The analysis of the social role of military groups focuses on the level of military honor value and the study of military civilian personnel, basic situation description of role conflict and role ambiguity caused by the nature of work and local identity, study on the dual attributes of civilian personnel and military area, there is no article from sociological theory.

2.1 Social Identity Theory

In essence, identity embodies the social cognition of human beings. Human cognition is the product of society, which is a universal principle that cannot be denied by any theories and theories about human beings. The identity of various professions is the result of its socialization process, especially the participation in education. ^[2] Identity is embodied in many aspects of the social field, such as subject language, ideology, power class, gender and race. The study of identity by Stuart

Hall, a British contemporary cultural researcher and a leading figure in the Birmingham School, is representative. According to Hall, identity is based on the cognitive basis of common origins or shared characteristics, which are Shared or Shared with another person or group idea and the natural circle based on this foundation. In such a circle, people will specifically form an identity that is different from other circles, but has internality in common. However, such identities are not fixed, because “they are never single, but multiple combinations built on many different and often overlapping opposite discourses, practices and positions.” They belong to a radical historical process and are constantly in the process of change and transformation. The identity is constructed by the environment, which is generated under the power and politics. Then, with the change of power and the transformation of political power, the identity of individuals may also turn or even reverse.

The construction of identity, especially personnel observation within the system, examines institutional dependence and institutional culture; The impact on individuals in the process of the change of the system of units; Study on the diversion of laid-off workers; The dilemma of migrant workers' identity transformation in the process of urbanization; There is also a research on identity transformation, which is about retired cadres, but more from psychological studies.

2.2 Labour Migration

Marx's theory of labor reproduction focuses on class relations, Bourdieu's theory of cultural reproduction focuses on a kind of symbolic continuity, Bowers' cultural construction proposes that new labor production must have values and behavior choices. In C. Wright Mills stratification trilogy, which consists of *New Men of Power: America's Labor Leaders* (1948), *White Collar: The American Middle Class* (1951), and *Men of Power* (1956). For transnational labor groups, this process is not only related to their skin color, race, language, citizenship, national qualification, religious belief and socio-economic background, but also closely related to macro factors such as context of exit and context of reception. It is obviously impossible to ignore the above factors when discussing the identity and subjectivity of labor especially transnational labor groups.^[3]

Research on labor transformation in China has focused on two groups: research on migrant workers; research on traditional workers in state-owned enterprises, intergenerational reproduction; research on internal to external military conversion. Focusing on the current military reform, the same job nature, military and local two identity transformation, can effectively achieve labor transformation.

3. Background

Different from the police, the armed police are the special military force in China and regarded as loyal guards of the Party and the people forever. Due to their military characteristics, the public still know little about this force. On September 3th 2015, Xi Jinping, the Chairman of the Military Commission announced that Chinese military will cut forces by 300,000. Under this background, what do the armed police think? What are their concerns? Will they still keep their loyalty identity the same as before? Which factors determine their loyal identity? Thus it is necessary to analyze military personnel's change of attitudes and identity after this reform. This paper tries to answer these questions.

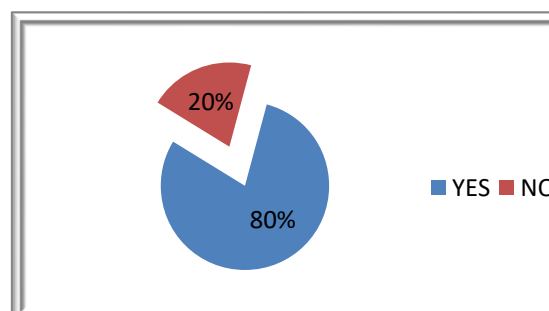


Figure 1 Survey of reforms affecting their work

4. Data and Method

The paper uses the mixed methods to examine the hypotheses above. The data includes two parts. The survey data is from “Analysis on The Process and Mechanism of Party Identification Formation“. The sample consists of 183 respondents. In addition to it, the depth interview and focus group are conducted to understand their concerns in details. The binary logistic regression model is used here to test hypotheses.

4.1 Hypotheses

H1: Good pay is positively associated with their loyal identity.

H2: Nice working environment is positively related to their loyal identity.

H3: Social reputation (positive feedbacks from the common people) contributes to their loyal identity.

H4: China’s unique military personnel management system is beneficial to the formation of identity.

4.2 Analysis

This paper USES the data from "Analysis on The Process and Mechanism of Party Identification Formation, the investigation is a continual tracing and researching. The qualitative study stage of the investigation is the depth interview and focus group research. Quantitative research according to "university administration departments - the courtyard (department) - professional - class, students" five sampling frame, using multi-stage random sampling. Completed and 183 valid questionnaires, the effective recovery rate was 91.5%.

Quantitative analysis used in the analysis model is the logistic regression, analysis software is SPSS.

4.2.1 The micro level as "rational man"

Economists argue that individual as a "rational man", the most important factors that affect individual action is a personal interests. After reform and opening up, there is a trend, that is attaches great importance to the material benefits, despise ideal and pursue one's short-term interest. ^[4]This paper concerns the interests are divided into two levels: immediate interest and long-term interests, the immediate interest is wages and benefits.

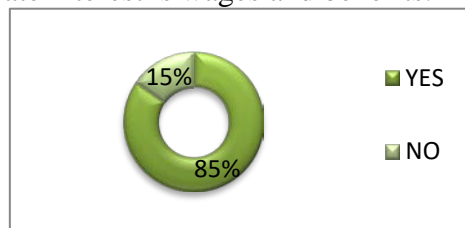


Figure 2 Reformed wages and benefits will be affected.

Long-term benefit analysis is career development, Investigation object is generally believed that in the army is developing very satisfied, Especially senior of military attach great importance to work performance.

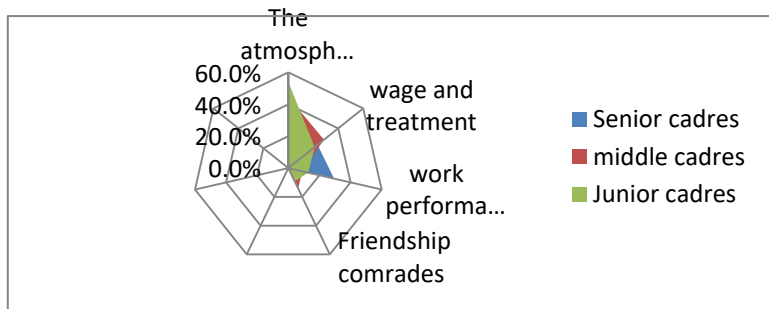


Figure 3 Survey of the soldiers’ advantages of various ranks

4.2.2 The medium level Social network

But people also will be affected by the social network,^[5] When a person to join a group, his cognition and behavior, will be affected by the cognition of social networks. We do a related research found that variable "married" and variables "concerned about the child" "concerned about house problem" with strong correlation coefficient. Identity change is a realistic problem. It is generally believed that become non-commissioned civilian personnel is the great changes in social position (as picture), followed by a series of practical problems.

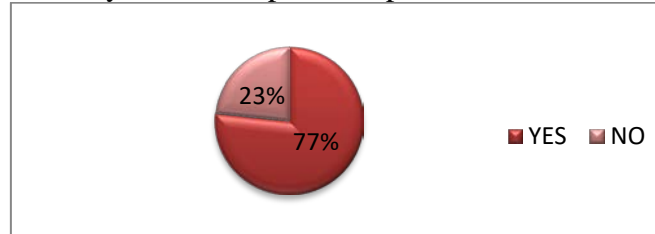


Figure 4 The perception of active soldiers and civilian personnel is the same

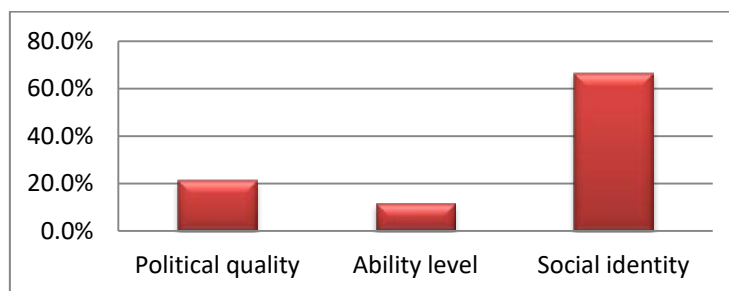


Figure 5 Reasons for the differences between active soldiers and civilian personnel

4.2.3 The macro level "Legitimacy"

Man is not only the "rational man" or social networks person, its behavior will be affected by the macro-system. Institutional school deem that individual action is the product of the institution, a special emphasis on "Legitimacy" ^[6] mechanism for the influence of individual action. Institution sharing ideas and constraints, consequently affect the individual's behavior. If the behavior of the individual not following the conceptions and practices, that cause dissatisfaction with the institution so as to affect the development of the individual. ^[7] The Chinese army is an independent and closed system, so all the people for a long time life in this system, is not very good to adapt to the social life with another kind of identity--they call the military identity change is transformation, include the career development, a professional way of thinking shift, professional skills and age panic.^[8] Especially senior cadres more anxiety.

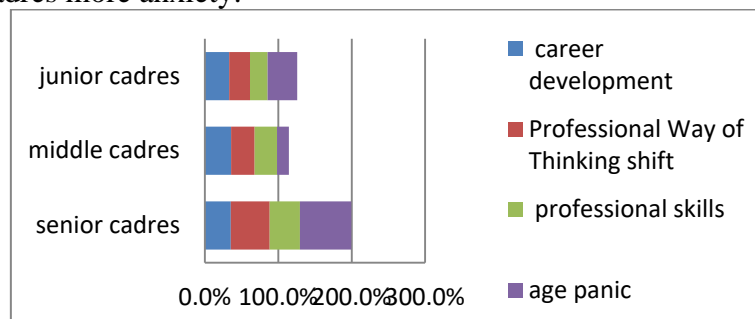


Figure 6 Concerns about military status change of various ranks

5. Conclusion

In conclusion, good salary and working condition, career development, professional evaluation and social status of military identity play important roles in shaping identity. 90% military support reforms in the questionnaire, so, as long as all aspects of policy based on their needs, believe that

the development of People's Armed Police will be more good future!

In future study, I will focus on the comparison between military university student and local university student. By surveying university students, I aim to analyze the process and mechanism of political identity.

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