



Military Counseling in the Armed Forces Community of South Korea

Park Gyun Yeol*

*Assistant Professor, Department of Moral Education
Gyeongsang National University,
South Korea*

ABSTRACT

The contemporary generation of Korean soldiers has faced greater difficulties than its predecessors in adjusting mentally to military life. Prominent problems include relationship conflicts, perceived incompatibility with military culture, depression, internet addiction, violence, and extreme cases have resulted in suicide. Hence, the military authorities have realized the critical importance of counseling for soldiers, and have implemented a number of counter-measures. Military counseling concerns activities both within and outside the armed forces aimed at solving the psychological problems of soldiers. Due to technical and personal limitations within the armed forces, collaboration with civilian groups is essential. The Korean Association of Counseling Professionals (KACP) conducted counseling education for about 1,000 primary officers in 2006. Encouragingly, not only was the response from senior officers very positive, but also the rate of soldiers' committing suicide was reduced following the implementation of the program. The principles of this program are elaborated through four stages: 1) 'Epoché in phenomenology' which concerns opening the mind and removing mental bias, 2) 'Approach', 3) 'Collective problem solving' and 4) 'Changing the mind.' The authors call this the '4 stages of counseling program (EAST-C model).

Key words: Military counseling, evaluation scale, counseling education, internet addiction, violence, military leaders, 4 stages of counseling program (EAST-C model)

1. INTRODUCTION

This paper considers the current environment as well as the future outlook of Korean military counseling education in order to address the military maladjustment problems of the new generation of soldiers in the Korean Military Forces. About three hundred thousand young men join and are discharged from the Korean Military Forces every year. Enlistment is at the age of 20, and service is usually for 22 months, after which the serviceman is discharged back into society. Thus the Military Forces play the role of a manpower circulation pipeline in Korea. A young man who enlists in the Korean Military Forces is a member of Korean society and a product of a distinct social community and culture.

Contemporary military service maladjustment problems are complex. The three main factors which contribute to the complexity of contemporary military service maladjustment problems are: the individual's physical and mental condition, the individual's social

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* Park Gyun Yeol : pgy556@gnu.ac.kr

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Main Ibrahim Hydri Road, Korangi Creek, Karachi-75190, Pakistan.

environment condition, and the prevailing conditions of military service within each individual's unit. That is to say, maladjustment problems imply a mental state where the individual is unable to react positively to changes in his social operating environment caused by enlistment in a particular unit. Hence, this paper examines systematically the underlying conditions and causes of the current phenomenon. It also proposes a military counseling education program in order to foster the counseling ability of military officers who are in frequent contact with enlisted soldiers since they will often be required to offer on-the-spot counseling.

The research focuses on analyzing the counseling education program which has been developed by The Korean Association of Counseling Professionals (KACP) and suggesting improvements. Concurrently, this research explores proposals for institutional implementation by the Ministry of National Defense of a systematically organized counseling education system.

2. SERVICE MALADJUSTMENT AND THE NECESSITY OF COUNSELING

2.1. Definition and concept of service maladjustment

Military service maladjustment can be defined as a display of serious behavior or a potential psychological status that would be dangerous to an individual, a military unit, and/or society as a whole due to a disharmony between a military enrollee's personal psychological factors and a military unit's physical and organizational factors. Maladjustment therefore is not simply a product of an individual's character traits, but is also significantly influenced by a person's surroundings. In particular, a military service maladjustment problem can easily be triggered or worsened when the soldier in question happens to be in a psychologically conflictive state during the course of his efforts in adapting to the cultures and surroundings of his military unit, in initiating a new human relationship, and in carrying out his own military duty.

Such an individual is likely to experience the following problems. First of all, he feels a psychological burden and significant physical hardship throughout his military life. Also, a military service maladjusted soldier complains a symptom of fear, anxiety, depression, obsession, withdrawal, hostility, and obstinacy due to his negative mental status toward his military unit. In particular, interpersonal management maladjustment is a representative symptom of the problems. At worst, cases of military service maladjustment problems can manifest in extreme behavior such as committing suicide, desertion from barracks, disobedience, and self-injury.

In this manner, maladjustment problems can lead a soldier into a trouble in carrying out his military duty harmoniously. They become a constraining factor that interrupts mental and physical growth at an individual level. They can also have an adverse effect on the morale and combat strength of the military unit at a group level. Finally, they constitute the main reason why sometimes military leadership is perceived in a negative light by ordinary Korean people.

2.2. Military Counseling as a solution for military service maladjustment

2.2.1 Definition of Counseling

Various remedies may be proposed for solving the problem of service maladjustment. Perhaps the most effective is counseling. The etymology of counseling comes from the Latin word *counselere*, referring to consideration, reconsideration, and the call for advice. It implies a reflection or confirmation of self-position and situation through a counseling process when a person faces difficult social and physical conditions. Concurrently, it i

ndicates a listening process whereby advice is taken on board resulting in an appropriate behavior pattern with respect to ones surroundings. Hence, a counselor should become well versed in the problems of service personnel in order to effect change in their attitudes toward an orderly military life.

Therefore not everybody can become a counselor. A counselor should have professional insight and technological competence. Thus this research defines counseling as: the activities of a well-trained counselor that will solve the client's problem and help the client's personal mental growth through promoting change in the client's way of thinking, feeling, and behavior. And the cultivation of such counseling experts requires a systematic and professional education program.

2.2.2 Definition of Military Counseling

Following on from the aforementioned definition of counseling, military counseling concerns the activities of senior officers, graduating from a counseling education program, which will help to solve the problems of subordinates. There are three key perspectives to military counseling: that of the client who receives a counselor's help, that of the counselor who gives a help to a client, and finally, that of the counseling method employed which is seen as beneficial to the counseling service. The second perspective, that of a counselor who gives a help to a client is the main focus of this paper. Hence, this research concentrates on the professional qualities of the counselor and focuses on the methodology of a counseling education which will cultivate the professional qualities of the counselor.

2.3. Required Professional Qualities for counseling a service maladjustment person

2.3.1 Comprehension of Counseling Theory

Counseling theory gives us a framework and a hypothesis within which we can develop an understanding of the causes of a client's complex and suggest guidelines for a counseling service. That is to say, a counselor who understands counseling theory is able to perceive a client's complex more precisely, and can give a proper prescription to the client. Counseling theory describes the maladjusted behavior of the human being systematically, before prescribing remedial action.

1.3.2 Proficiency in Counseling Method

Through counseling theories, a counselor is able to perceive the cause of a client's complex exactly, and can find out the development process of the complex and its treatment. However, a counselor's theoretical knowledge is not enough for a successful treatment of a client's complex. A counselor should know the actual methods that will change the maladjusted behaviors of a client, and must employ the proper applications of the methods.

Counseling methods are various counseling technologies that will alleviate the mental symptoms and maladjusted behaviors of a client's complex, overall schemes for the progress of counseling, devices which could build a credible relationship between a client and a counselor, main implementation points for each phase of counseling service stage which refer to the corresponding counseling progress method for the beginning stage, the middle stage, and the final stage, respectively, and skills that will overcome various hardships arising from counseling activities.

Proficiency in counseling method will result in a well organized counseling service that induces the desirable changes from a client. Also, it is required for a counselor to apply a proper counseling method which corresponds to the symptom of a client's complex.

2.3.3 Experience and Training in Counseling

Acquisition of knowledge about counseling theories and methods does not guarantee a successful execution in a counseling work. Not only the knowledge about counseling theory but also a sufficient practice experience and a thoughtful training guide by a senior counseling supervisor are necessary in order to be a great counselor. Counselors must have the sufficient practice careers in counseling various clients by themselves based on the accumulated information about the various case studies of counseling examples experienced by senior counselors which could be acquired through diligent participation in the case conference. Counselors must have their own introspection times in finding out their faults and correcting their errors in each counseling case. The cross checking work must go through with the help of experienced counselors in making a diagnosis on a client's problem, in setting a goal of each counseling case, in the application of each counseling strategy and technology, and in making of a counseling progress.

And counselors need human qualities. They are such as the self-understanding and accommodation, the care and respect for the other, the harmonious character and patience, the passion for a life and continuous efforts.

3. ANALYSIS ON THE CURRENT SITUATION AND THE CAUSE OF SERVICE MALADJUSTMENT

3.1 Current Situation of Service Maladjustment

3.1.1 Evincing General Discomforts in Military Life

There are two special features if we look over the current situation of the new generation soldier's military life. First, there exist general discomforting a new generation soldier's military life. Military life itself is a stress for every soldier. This shows the fact that the military service maladjustment problem does not belong to a special soldier but involve general soldiers. That is to say, the military service maladjustment problem is a general matter with every soldier even though there is a variance in the significance level for each soldier.

A soldier's military duty life in a military unit itself is a difficult and hard life. Considering this point, the Ministry of National Defense has been giving many efforts to improve a soldier's military life until now. For example, the Ministry of National Defense has established "The Military Life Culture Improving Policy Committee" at a whole government level in July, 2005. This committee had some positive results for settling down an advanced military life culture. Also, this committee has led a joint cooperation work of famous persons gathering from various social classes and practical personnel to investigate the prevailing situation of the Korean military life by visiting several field military units and to collect various ideas about the issue through a survey of public opinion. In spite of these efforts, however, Korean soldiers' complaints on the general discomforts in their military life have not extinguished until now. In particular, coercion and rigidity, maximum priority in fulfilling a duty, difference in social culture, and vertical human relationship are major factors which deteriorate the military service adjustment ability.

3.1.2 Evincing Various Psychological Response

The second special feature is the fact that the military service maladjusted soldiers evince various psychological responses with respect to their faced situations and circumstances. Sorts and frequencies of psychological symptoms experienced by the military service maladjusted soldiers are listed as following order; an obstinacy, a hostility, an embodiment, a withdrawal sign, an obsession, a mental illness, a mental depression, an uneasiness, and a phobia.

Except an embodiment and a mental illness, the above symptoms are mostly resulting from disharmonious human relationships. This happens since there is a big difference between a human relationship of a military life and that of a social life. That is to say, it doesn't expect to have a horizontal human relationship or a free atmosphere in a military unit. That needs obedience to the order in accomplishing assigned duty. Namely, both the vertical human relationship and the atmosphere without freedom are typical features of a military unit.

Military service maladjustment symptom occurs throughout overall rank class soldiers. In particular, however, it mainly occurs from low rank class soldiers such as enlisted men who have rather the short period of military service. According to the National Human Rights Commission's investigation, the major rank class soldiers who have the military service maladjustment symptom are Private, Private First Class. Their percentage portion was composed of 60.1% of all who have the military service maladjustment symptom. This is so since the shorter the military service period, the harder the adjustment to the military circumstances, the duty proceedings, and human relationships. Thus, various precautionary preparations are required for preventing the second and first class enlisted men from the military service maladjustment problem.

3.2 Analysis on the cause of military maladjustment symptom

The inducement factors of a soldier's military service maladjustment symptom are diverse. These inducement factors are classified into an individual living environment factor before joining the army and a military life environment factor after joining the army. These factors are analyzed as follows.

3.2.1 An Individual Living Environment Factors Before Joining in a Military Forces

Once we look at the individual living environment factors before joining the army, there is a juvenile maladjustment problem in our society. 25.8% of the Korean elementary school students have mental and emotional disorders and more than 80% of the Korean elementary school students could not adjust their livings well to the surroundings of their own schools and homes due to the personality infringement experiences of violence or bullying. Looking at the personal psychology feature, if a soldier's living records and environments were negative before joining the army, he would have a big possibility of endangering his military life during the military service period. Personal factors that would induce to the military maladjustment problem are as follows; a mental stress in joining the army, a heterosexual problem, a family problem, a personal status of mind and body, an adjustment ability toward a military life culture.

First, there would be a mental stress in joining the military forces. A young man feels a mental stress when he receives an unfamiliar written notice of a physical examination before joining the military forces. An ordinary young man feels a mental stress when he gets a physical examination procedure before joining the military forces. He would not forget his memory of mental stress on that date because he knew that he would be going to join the military forces in the near future. The significance of young man's mental stress would be greatly enlarged when he gets a written notice of enlistment in the military forces.

The size of mental stress would be very great on that date. The identity of the mental stress what he felt on that date is the loss sensation of familiar beings since he would be going to leave from his family and friends who love and support him very much. The loss sensation of familiar beings results in the most serious mental crisis among the previously mentioned personal factors that would induce to the military maladjustment problem. The loss sensation of familiar beings such as his parents, his brothers and sisters, and his loving girl friend would induce a big suffering or a great crisis among various mental stresses for a young man to leave his home in the near future.

Second, there would be a mental stress resulting from the relationship with his girl friend. This is a very significant problem for a soldier during his military life. A soldier might join the military forces with an unstable mind condition due to having a pregnant girl friend or a burden of a marriage problem before his joining in the military forces. And sometimes, he would have hatred or angry feelings against an unfaithful girl friend. The military authority has a great concern about the issue since a soldier's unstable mind state often result in a big accident. 23.8% of total suicides has mainly related to the problems of his family member or his girl friend in the army. Thus, the heterosexual problem could be a significant mental disturbance for a soldier to be induced into the military service maladjustment problem.

Third, there would be a mental stress resulting from the relationship with his family. For the case of a new generation soldier who once lived at his will, before joining in the military forces, he would think his home as a symbol of his parent's control and intervention, but after joining in the military forces, the most longing for place for him would be his own home. However, he might have the unhappy family problems of a disharmonious family relationship, a parent divorce, a bankrupted household, and a criminal punishment before his joining in the military forces. If this is the case for him, he would have the service maladjustment problem in living together with his fellow soldiers due to an unstable mind condition. It is also possible for a soldier to have the difficulty in harmonious communication among fellow soldiers and cooperative human relationship if his life had been influenced too much from his parent's authority and dictatorship.

Fourth, there would be a mental stress resulting from his state of mind and physical condition. A military unit requires a strong mentality and a physical condition, and takes a rigid regulation seriously in order to carry out its own military duty and to maintain its own military order. A new generation of soldiers, however, mostly does not have enough level of mental and physical ability to meet the desirable level of what a military authority concerns. Especially, many soldiers have difficulties in their own physical issues. Also, various kinds of disturbances such as an internet addict, an alcohol addict, a nicotine addict, a significant sign of withdrawal and a speech impediment are difficult factors in maintaining an orderly military life.

Fifth, there would be a mental stress resulting from a bias perception of military life for a young man. Generally speaking, enforced military service duty is appeared as a great burden for a young man to be enlisted in the military forces. Naturally, an ordinary young man wishes to avoid his military service duty if it is possible for him. A young man would think around the two years of military service life as a cruel work for him and consider those time as a forgotten period of his life. 72.1% of all military soldiers responded that they had negative images about a military life before their joining in the military forces. Especially, 16.4% of all soldiers responded that they had very bad images about a military life. Among them, the most group of the military service maladjusted soldiers responded that they had the worst image about a military life.

So the negative image of soldiers has induced a dangerous mental stress that might result in a military service maladjustment problem and lead one's military life into the worst case.

3.2.2 A Life Environment After Joining in a Military Community

A military life environment factor after joining in a military force explains as follows: The inducement factors of military service maladjustment problem at an individual level, which are previously described as an individual living environment factors before joining in a military forces. So that should be mixed with those of the military life environment factors after joining in a military forces together in accelerating the maladjustment problem growing. In this case, a soldier's facing crisis would be appeared as a significant mental stress. Overflowing mental stress could lower a soldier's service intention and weaken his

confidence and gumption. And it diminishes his ability of making a right decision and reaction toward a critical situation. Disturbance factors that often enlarge the military maladjustment problem through giving rise to a mental stress of a new generation soldiers are as follows.

First, there would be a mental stress resulting from an existence of a unreasonable system in a military life. A new generation soldier's degree of a military service maladjustment symptom is affected significantly by various systems in a military unit. There exist various institutional systems in a military unit. Especially, existing regulations in a military unit regulate and restrict a soldier's thinking and behavior. Hence, these existing regulations affect each soldier's life directly as well as indirectly. Various regulations of the Korean military forces have much importance on the military mission completion relative to the improvement on the individual soldier's welfare or human right. Hence, the military regulation focuses on controlling and managing its own military unit personnel. While this special feature contributes in increasing the efficiency of military mission practice, it easily tends to permit the prejudiced view that the priority of the group interests should be considered first over the personal interest. Namely, it has the deflection point intending to ignore the human right violation resulting from a due progress of a military unit management or duty execution. This phenomenon has the possibility of permitting the human right violation resulting from an unreasonable system and then increasing the numbers of a military service maladjustment soldier.

Second, there would be a mental stress resulting from a disharmonious human relationship. A military life could be a group life which is composed of diverse persons who came from different social classes and have different tastes. Especially, a military unit entity has a complete sense of ranking distinction and seeks for a top-down commanding system. And hence, it should require compulsive action and it has a special feature of restricting in the expression of personal opinion. These kinds of special features in a military unit naturally bring about some restrictions in communications for a harmonious human relationship, and this induced situation would result in discord and critical tension in a group. We could find out the restrictive communication phenomenon in a military unit by looking at various survey reports. According to a survey report on a group of soldier's communication, 71% of the sample soldiers responded that their daily communication time is about 30 minutes, and 29% of them responded that their daily communication time is about 10 to 5 minutes. Moreover 54% of them responded that they only communicate with their fellow soldiers. It shows that there is a significant biased communication phenomenon in a military unit. Also, more than 50% of the sample soldiers responded that they could not have a proper communication in a military life.

Hence, this insufficient communication situation results in a disharmonious human relationship among the fellow soldiers as well as the upper and lower ranked soldiers, and finally it induces the military service maladjustment problem in a military life. One out of 10 soldiers has the military service maladjustment problem. The main cause of the problem is shown to be the conflicting relationship with a senior soldier. More than 90% of deserters from their own military duty are shown to have the worsening human relationship in their military unit. These survey reports show the significant importance of good communication and sound human relationship for maintaining the orderly military life.

4. COUNSELING EDUCATION FOR SOLVING A MILITARY SERVICE MALADJUSTMENT COMPLEX

4.1. Basic Policy for Solving a Military Service Maladjustment Complex

4.1.1 Dissolving a Fear on a Military Life and Maintaining a Stable Mind

For a new generation of soldiers, basic policy for solving a military service maladjustment

complex is to dissolve a fear on a military life and maintain a stable mind. Everything is unfamiliar and uneasy for a new generation of soldiers when they become to join in a military force. Especially, the communication between the upper and lower ranked soldiers would not be working very well. Usually, the recruits have not the exact knowledge of the military mission point and what to do whenever they receive the order from a superior offices or a senior soldier. And yet they are afraid of questioning again. At last, they are to be reprimanded by superior officers due to their wrong arrangements of the imposed missions. Hence, the communication disruption state is getting worse and worse. This vicious circle is going around continuously. But this kind of vicious circle should be broken off. It should be a normal state for a soldier to communicate with a superior offices or a senior soldier without a fear. Due to a special feature of a military duty execution, the required level of physical as well as mental strength and tension for a soldier do not allow him to carry out his duty under a stable mind. This phenomenon frequently occurs at the military life of the small scale unit which is below the battalion level.

4.1.2 Counseling Education for the Junior Officers Deployed in a Unit below a Battalion Level

This research focuses on the improvement of junior officers' counseling ability. The first class officers who are deployed in a small scale unit below a battalion level, have the most frequent contact chance with the enlisted men, and hence the roles and missions of their positions are so important that it is considered to be efficient for setting them as the primary trainees of the military counseling education program.

Henceforth, a military counseling education program for the first class officers would be suggested in a following way. The contents of a military counseling education program for the first class officers should include the following two aspects. First, officers who would take a counselor's role must have an appropriate quality for a counseling job by himself. Namely, junior officers should have the warm mind of respecting and caring for others primarily, and take the initiative in carrying out those attitudes. Second, the first class officers must have an ability to look at the mental states of his subordinate soldiers and identify the essential points of their problems.

Furthermore, the first class officers should have a full knowledge of basic counseling theories and points in order to perform an efficient counseling service toward the subordinate soldiers with respect to various statuses. Namely, after knowing themselves and understanding the mental state of the subordinate soldiers, the first class officers must solve the problems of the subordinate soldiers with a professional counseling technique.

4.2 EAST-C Model as a Solution for Military Service Maladjustment Complex

4.2.1 Research Background for the EAST-C Counseling Education

The Ministry of National Defense (MND) started to move forward with policies for the improvement of the military life culture in the year of 2006. In their ways the MND's policies have been producing effective outcomes. It should be necessary for the MND to push forward those policies strongly and continuously as the stepping stone in advancing Korean Military Forces. The key word in policies for the improvement of the military life culture executed by the MND is 'a settlement of a military life culture laying stress on human being' which is based on 'the mind attitude of respecting and caring for others'. The object is to establish an advanced military forces accompanied by democratic and reasonable systems.

It is very important to find out a soldier's military service maladjustment symptom early and to give a soldier in question a relief or a cure treatment in order to serve a normal military duty under a stable mental state. The Korean Association of Counseling Professionals

(KACP) perceived the prior requirement for achieving such goal. That is, first of all, the military officers at battalion level should be equipped with the basic mind attitudes that will understand and help the mental state of the subordinate soldiers and provided with the counseling ability which could solve the problems of subordinate soldiers. EAST-C Counseling Education Model will fulfill those goals. This EAST-C Counseling Education Program will greatly contribute in cultivating the mind attitudes as well as the counseling ability of the junior officers, especially. By executing the counseling education program, which adds counseling techniques to the special feature and value of the military forces, toward the officers at battalion level (Lieutenant Colonel to Sergeant), it will not only serve a precautionary measure against unexpected accidents but also contribute in establishing an animated military life. Its final goal is to 'reinforce the counseling ability of the officers at battalion level.'

4.2.2 System and Contents of EAST-C Counseling Education

EAST-C Counseling Education is the program for counseling services, whose name is named after the each first letter of the following 4 stages of counseling program;

- Epoché in phenomenology which means opening the mind and deleting mental bias
- Approaching
- Solving Together
- Changing the mind.

These are 4 principle stages of counseling program (EAST-C model). EAST-C counseling education is composed of the following three steps. First, it is an Opening Mind step. This is the first step which is identified as the stage of knowing me. The officers as education participants, especially junior officers located at small scale units below a battalion level, are going to diagnose their own mind by themselves at this stage. This is a step for the participants to recognize the importance of establishing a human centric military life culture, and to aware the need for a change in their way of perception and attitude, and to evoke a sympathy in their minds for the officers by themselves to cultivate their own counselor's mind attitudes of 'the respect and the care.'

Second, it is a Respect & Care step. This is the stage of knowing subordinate soldiers. This step is a prerequisite condition for officers' preparation efforts in counseling subordinate soldiers. As the initial procedure of this step, officers should diagnose their own mental status and an element of strength and weakness. And the next procedure for officers is to understand clearly the mental crisis, conflict, cause, and symptom of his subordinate soldiers' problems throughout various actual examples. The most important thing is officer's mind attitude of respect and care with respect to his subordinate soldiers at this stage. In another words, it is quite natural for officers to treat each subordinate soldier like as his younger brother and respect each subordinate soldier's situation since the mind of a subordinate soldier is fragile and sensitive.

Third, it is a Solving Together step. This is the third step of the counseling education. It focuses on attaining a proficiency in counseling techniques in order to counsel soldiers in question as clients efficiently at this stage. This stage is to learn counseling ability from understanding counseling theories and practicing experiences. The main subjects are to be focused on the following issues. Those are the issues of a soldier's stress and crisis resulting from a military life, the issues of a harmonious communication for solving a service maladjustment problem and the issues of a friendly human relationship. Fourth, a Changing Mind step. This is the stage that achieves a transformation from a service maladjustment status into a service adjustment status by a changing mind. The essential concepts of EAST-C counseling education are as follows. First, as its own starting point, the basic philosophical doctrine of this program is the 'epoché' which is originated from a phenomenology. This tells us that we should not have an early truth or falsehood judgment previously about all propositions coming from the above 4 continuous

stages of EAST-C counseling program which starts from an 'opening mind' step, and takes a step of a 'change in the way of perception', and comes through 'solving together' and 'changing mind' respectively. Since there are diverse adjudicators and various situations, states, conditions for a client, epoché tells us that we can not decide anything as a good or bad, or can not treat it as a being or a no being by any fixed rule. It leads us to reserve any extemporary judgment. And it becomes to establish the inter-subjective judgment base which excludes any prejudices.

4.3. Application for a Military Counseling Education through the EAST-C Counseling Education Model

4.3.1 Considerations for Applying Military Counseling Education

The most suitable education trainees of the EAST-C Counseling Education Program are junior officers located at a small scale unit below a battalion level for the case of military forces. The personnel who take a counselor's role are the professional counseling officer such as a chaplain officer, and a medical officer. Actual personnel, however, who have frequent contact with enlisted men are junior officers of the military forces such as Sergeant, First Class Sergeant, Second Lieutenant, Lieutenant, captain who take the role of a corporal's guard, a platoon leader, a company commander, and etc. The problem is that such junior officers do not have a counseling education experience at all or have a several hours of counseling education even though they are supposed to do a counseling work. Hence, they are doing a general counseling work instead of a professional counseling work because they lack in professional qualities of a counselor.

For example, non full listening to difficulties of a subordinate soldier, delivering information, telling his experience, making an advice based on his experience is a type of a general counseling work. In another words, there is no professionalism in their counseling work. It is just an interview level. Actually, they do not use a word of counseling instead of interview.

Therefore, a basic counseling education for junior officers should be accomplished primarily. For the military officers, through their education and training of counseling theory and method, it is very important to help a subordinate soldier in solving a light problem level. While they are doing the work, it is desirable to ask for the professional counselor's service if junior officers feel that the degree of subordinate soldier's problem is beyond their ability to solve during their counseling works. Also, making a request for the professional counselor's service is possible only if counseling officers have a basic level of knowledge and technique.

4.3.2 Counseling Education at the Level of MND

Even a willful commander himself alone in restricted environment is not able to have a professional counseling education for junior officers. Therefore, the counseling education program should be executed throughout all military forces including army, navy, and air force at the MND. A service maladjustment symptom of a human being does exist in any organization. But the service maladjustment problem in a military unit might have more frequent occurrence comparing to any other unit. It could have a serious influence on a battle power. Due to this aspect, a military counseling education must be considered as one of national defense educations. Especially, a counseling education for junior officers must be carried out compulsorily and uniformly throughout army, navy, and air forces. And the military counseling education must have the objective in obeying the constitutional law and the basic law of a soldier's service and the objective in acting mental faith. In order to accomplish these goals, it is desirable to enact the instruction orders of the MND on the military counseling education and to establish the institutional system for educating each armed force. For example, the mental education of the national military

forces is enacted by the instructions of the MND, the MND composes the mental education guidelines based on those instructions every year and notify the guidelines toward all military forces, and the MND is providing various kinds of basic textbooks and films with all military units for an efficient education. Hence, it is necessary that MND should be a main supervisor in the early enactment on the instruction orders about counseling education since the enactment on the instruction order belongs to the minister's own authority. Based on those instruction orders, the MND should make actual education guidelines and notify those guidelines toward all military forces. This would be a desirable form of the system.

4.3.3 Role Increasing in Military Education

Based on the above instruction orders about a counseling education at the MND level, each education institution of the military forces should increase the imposed subject and hours about a counseling education. The institutionalization of such system must be accomplished urgently. Current counseling education is carried out sporadically under diverse subjects such as a chaplain education, a human mind education, and a leadership education. That is, current counseling education is performed sporadically without a comprehensive process in making the contents and the education program. This is so because they do not feel the importance of military counseling education yet. Further study on the military counseling education is required deeply and a profound investigation on the actual deployment of it should be preceded in a future.

Hence, at the level of the MND, it must be necessary to have the policy that should lead all military academies and NCO Academy to adopt the counseling education curriculum such as their regular curriculum. Also, it is necessary to introduce a new counseling subject toward each military branch school of all forces such as a repairing military education institution. Of course, it would be necessary for the policy to reflect in the training instruction of each military unit for the regular education of soldiers in each military unit.

4.3.4 Making Textbook and Program of Counseling Education

The level of MND in establishing the instruction orders about the counseling education and the new introduction of the counseling education subject into the schools of cultivating and repairing military education are very important and must be executed exactly. Simultaneously, another important project of the national defense department is to develop the counseling education textbook and program. The development of the military counseling education textbook and program should be carried out under the supervision of the MND. This is so because the authority to develop them is given to the ministry. Namely, the MND is able to prevent its own interpretation of the enacted law and execution with respect to each level of a military unit at will from the clear instruction of the law interpretation and enforcement about a soldier's human right to have a mental stability and protection. Also, the MND's instruction could decrease the level of burden on each military unit. The development of the military counseling education textbook and program could use the existing counseling education textbook and program in advance. For example, it is necessary to ask whether a relationship between a human mind education program and an accident prevention program exists, and then to decide the necessity of uniting those program, and hence, the MND should develop the textbook level which contains the above sort of issue comprehensively.

5. CONCLUSION

This paper suggested the scheme to solve the military service maladjustment problem of a new generation of soldiers. The main factor that induces a military service maladjustment symptom of a soldier is in the absence of the harmonious communication. In the case of soldiers, especially for the recruit, due to a vague fear and an anxiety about a military life circumstances, they are afraid of asking a question of their superior officers or senior soldier even though they wonder or do not know about the exact point in their mission

while they are in the process of carrying out their military mission. It is natural for them to carry out their imposed mission in a wrong way since they have to execute their imposed mission in the middle of not knowing the exact mission point and the suitable device to practice. Hence, they are often to be reprimanded by their superior officers or senior soldier. If this kind of vicious circle is going around continuously, then the soldier in question would be in a worsening situation for him to be adjusted with. Therefore, military officers should take an appropriate measure that will establish a harmonious communication between the upper and lower ranking soldiers as well as between the fellow soldiers under the stable mental status of soldiers. This is the reason why the role of junior officers is emphasized in maintaining a harmonious communication.

This research discussed that the establishment of a harmonious communication through counseling is very effective measure among various methods in solving the military service maladjustment problems of soldiers. Also, this research indicated that junior officers are the suitable counselors for soldiers since junior officers have the most frequent contact with soldiers in a military life environment. As a result, there is the urgent task to cultivate the counseling ability of junior officers. And this research emphasized the need for a counseling education program in cultivating the counseling ability of junior officers. Also, this research suggested the EAST-C Counseling Education Program as an essential content of the counseling education; moreover, the research presented various policies and institutional systems for an efficient implementation of the EAST-C Counseling Education Program.

The important point is to practice the above mentioned suggestions actually. It is meaningless to mention about any good program without an actual application practice of it. Thus, it is thought to be the efficient way if the essential points of this research are to be considered and implemented by the level of MND directly. Namely, when the MND establishes an institutional system for the practice of the military counseling program comprehensively, and when the ministry gives the guidelines to every military unit level for a strong practice of the program, it is expected to have the effective result. We are able to have such good result if each military education school accepts and teaches, based on the ministry's guidelines, the essential points of the suggested counseling education program by this research as its own regular educating subject, and if each open field military unit executes and operates the counseling education program for junior officers through well-organized education.

End Notes

1. A draft of this paper was presented under the "Armed Forces and Conflict Resolution in a Globalized World" workshop of International Sociological Association Research Committee 01 which was held July 14-17, 2008. A somewhat modified version was published in *Mental Power* (Jeongsinjeonryeokyeongu), vol. 39, Korea National Defense University
2. Military Manpower Administration (<http://www.mma.go.kr/> April, 15, 2008): "Active Service Soldier Enlistment State in 2007", (Military manpower administration information record opening-opened information data). According to the statistical record from Jan. 1 to Dec. 31 in 2007, Military Manpower Administration sent written notices of enlistment to a total of 201,773 recruits. The enlisted numbers of recruits were 145,476. Among the rest, the numbers of delayed recruits were 50,028, and the numbers of recruits who received an order to return home were 5,272. Hence, if we include the numbers of people who were discharged from the military duty in the year, the total number of military personnel who entered into and exited form the military service in a year is roughly 300,000.
3. The Korean Association of Counseling Professionals (<http://www.korcp.or.kr>, May 26, 2008) is a counseling service group. Its main services are divorce counseling at courts of law, police counseling, and military counseling. It grew from a small community, called

"A Meeting for family Lovers", on December 20, 2005. In particular, this association has led to the legislation of divorce counseling in civil law (family law) as a result of the family affair law suit on November 23, 2007. The main message of the divorce counseling was to prescribe systematic counseling before granting a divorce agreement. This law became effective from December 21 of the year.

4. Professor Shin, Eungsup of the Korea Military Academy, indicated the diverse scope of the military service maladjusted people as follows: The military service maladjusted people range from an insignificantly maladjusted person who adjusts to group life slowly to a significantly maladjusted person who would commit a crime. Furthermore, he assessed people who returned to their homes based on the 'A 71 Plan' (a kind of filtering function), and then categorized the groups of the military service maladjusted people into the service maladjusted group, the probable trouble making group, etc. He listed the symptoms of military service maladjustment, as impulsive actions, anxiousness, anti-social feelings, fear, depression, obsessiveness transformation difficulties, personality disorders, hostility, and hallucinations. He lists symptoms of a probable trouble making persona, as criminal convictions, attempts to commit suicide, regulation violations, and impulsive actions. Related conditions include low intellect, physical defects, a simple criminality and inappropriate behavior. (symbol means the writer's extra interpretation of it). Shin, Eungsup, "Analysis on the Special feature of a Military Service Maladjusted Soldier's Psychology", *Journal of Korea Military Army*, vol. 54, 1998, pp.3, 11.

5. After the establishment of "The Military Life Culture Improvement Policy Committee" at the overall government level, the committee members collected the various opinions from diverse classes of the society such as 35 times visiting to military units and confirming actual situations, 1124 surveys of people's opinions through internment, policy discussion meetings, seminars, 34 conferences of professionals and related personnel, public opinion conference, and a political party and government discussion.

6. An, Hyunoui, "Current Survey on the Human Right Situations of the Military Service Maladjusted Soldiers"(Research service report on the current survey of the human right situation in 2006), *The National Human Rights Commission*, 2006, p.41

7. Ibid.

8. Korea National Statistical Office's Survey Report in 2006 (<http://www.nso.go.kr/>, April 15, 2008): The suicide figures of the Korea were marked as the top level among OECD countries. According to the Statistical Office's Report on "Statistics of death and death causes in 2006" (Population survey department), The suicide numbers of the Korea were increased by 2.5 times of those number 10 years ago. The suicide number was 25.2 per 100, 000 population. It was recorded as the top level among OECD countries. Also, it pointed out that the first main death cause of 20-30 years old was a suicide

9. Military Manpower Administration (<http://www.mma.go.kr/>, 'Military Affair Counseling Department', April 15, 2008), On the corner, "Questions about the Procedures and Preparations for the Conscription Examination", there are many questions of the prearranged youth for the enlistment. These are good examples of stress for the conscription examination and the military enlistment. Following question is a good example. <Curious> "This is the person who is going to take the conscription examination in coming February. I wish to know this year's military duty disposal standard and the procedure of the conscription examination and its preparation."

10. Headquarter of ROK Army, "Military Regulation Settlement and Accident Prevention Activities", (Circuit Education Material for the first half of 2005), p.23. Beside this, suicide accident inducement factors are such as a military service inflammation (41.7%), a penalty stress (4.8%), a private punishment (9.5%), a pessimism for a household environment (15.5%), a girl friend relationship (8.3%), a pessimism for body diseases (4.5%), and a

pessimism (14.3%). Lee, Gangsuk, "Research on Suicide Momentum Factors: Case studies of Army Soldier's suicides", Dissertation thesis of M.A., Korea National Defense University, 2003, p.43.

11. An, Hyunoui, "Current Survey on the Human Right Situations of the Military Service Maladjusted Soldiers"(Research service report on the current survey of the human right situation in 2006), The National Human Rights Commission, 2006, pp.57-59.

12. Juan-David Nasio, *Hysteria: the Splendid Child* (Northdale: J. Aronson, 1977). p.57.

13. You, Myungduck, "Communication Index", Journal of National Defense Leadership, Korea National Defense University, July, 2006, p.19.

14. MND (<http://www.mnd.go.kr/>, April, 15, 2008): Policy Focus. The 8th clause of National Defense Reform 2020 on 'A Military Life Culture Improvement', it focuses the following 3 policies such as a military life/service environment, a service system improvement/settlement of an accident prevention system, and an activation of self development. Among them, it focuses on a development of reasonable commanding method and a guarantee for an autonomous internal military life condition for the improvement of a military life/service environment.

15. R. Fairbairn, *Psychoanalytic Studies of Personality* (London: Tavistock, 1952).

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