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THE ROLE OF WORKLOAD REDISTRIBUTION AND INNOVATIVE METHODOLOGIES IN PRESERVING THE HEALTH OF INSTRUCTORS DURING COMBAT OPERATIONS

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Abstract. The health of instructors in tactical and special training within the Armed Forces of Ukraine and the Ukrainian Defense Forces is critically important to ensuring the high effectiveness of the country's defense capability, especially in the context of the constantly increasing workload on these specialists. This workload has significantly increased since the start of Russia's full-scale invasion of Ukraine in 2022. The article provides a comprehensive analysis of the factors affecting the physical, moral, and mental health of instructors and proposes specific measures for their preservation and improvement.

Several key aspects directly influencing the health of instructors are discussed. Firstly, the issue of excessive physical workload, which can lead to injuries and physical fatigue, is emphasized. Strategies for optimizing physical training and developing specialized training plans are suggested to reduce the risk of injuries and improve the physical endurance of instructors.

Secondly, the article highlights the problem of moral and psychological burnout, which arises due to constant stress and high demands. Special attention is given to methods of preventing and combating burnout, particularly changes in training methodologies, the implementation of flexible planning, and the integration of new technologies into personnel training.

An important aspect is the redistribution of workload among instructors. Changes in work schedules, including regular breaks for rest and recovery, can significantly reduce stress levels and improve the overall well-being of instructors. Structured rest periods and ensuring physical activity during breaks are proposed to reduce stress overload.

Psychological support is a crucial element for maintaining the mental health of instructors. The implementation of regular stress management training, the development of emotional resilience, and providing access to psychologists and counselors are recommended.

Special attention is given to social activity and family support for instructors. Involving families in the training and rest processes helps reduce stress levels and contributes to the overall improvement of instructors' mental health.

The role of administrative management in organizing the work of instructors is also explored. It is recommended to review organizational structures and reduce bureaucratic barriers that can affect the efficiency of instructors' work and their health. It is important to ensure transparency in decision-making and create conditions for feedback between instructors and command.

KEY WORDS: instructor; health; tactical and special training; burnout; physical activity; psychological support; social activity; redistribution of workload.

Relevance of the study. In the context of the current armed conflict in Ukraine, in particular after the full-scale Russian invasion in 2022, the need for effective military training has increased significantly, which requires high efforts from instructors. Instructors responsible for training the personnel of the Armed Forces of Ukraine (AFU) and the Ukrainian Defense Forces (UDF) are under significant physical and psychological stress.

The increase in training volumes, increased requirements for the level of specialization, as well as the influence of stress factors make maintaining the health of instructors an extremely important task. One of the key aspects is the redistribution of the workload and the introduction of innovative methods aimed at minimizing physical and mental burnout. According

to official data, the stress level among instructors is growing due to the constant need to adapt to new combat conditions and rapid changes in technology. The intense work of training and training the military, often lasting several hours a day, causes not only physical overload, but also leads to psychological burnout. This can have a significant impact on the ability of instructors to effectively perform their duties and ensure a high level of training for fighters.

According to the results of research conducted by the Institute for Security Problems of National Defense of Ukraine in 2023, it was shown that 60% of instructors have symptoms of physical or psychological overload. In the context of increased demands on the effectiveness of military training, instructors need not only physical, but also psychological recovery,

because constant stress, responsibility for the lives of fighters and moral dilemmas can significantly exhaust them. To solve these problems, it is important to develop and implement the latest methods and strategies for load management, which will preserve the health of instructors and increase their effectiveness.

Thus, the study of the role of load redistribution and innovative methods is extremely relevant in light of the need to optimize the work of instructors. The introduction of such approaches will help not only to preserve the health of instructors, but also to ensure a high level of training of the military, which is critical for the stability and effectiveness of the defense system of Ukraine in the current conflict.

Analysis of Recent Research and Publications.

The issue of optimizing the workload and maintaining the physical and psychological health of military instructors is widely discussed and thoroughly examined in numerous studies and publications. Among the key contributors to this field are I. P. Chernysh and S. Yu. Vasylenko [2], I. M. Dolynskiy and A. P. Borovyk [3], T. L. Edwards and P. J. Cooper [4], as well as international organizations such as the British Military Research Centre [5] and the German Health Institute [6].

I. P. Chernysh and S. Yu. Vasylenko [2] emphasize the importance of health maintenance strategies for instructors, specifically focusing on the role of balanced workload distribution and stress management. Their research suggests that well-organized schedules and proper workload management significantly contribute to instructors' physical and psychological well-being. Additionally, they highlight the necessity of implementing innovative methods and strategies for optimizing instructor workload, which can mitigate the risk of burnout and fatigue.

I. M. Dolynskiy and A. P. Borovyk [3] emphasize the importance of adapting innovative training methods to modern combat conditions. The application of virtual and augmented reality technologies, as well as personalized training schedules, are suggested as effective tools in reducing stress and enhancing instructor performance in contemporary military settings. Their research suggests that tailored approaches to workload management, including personalized schedules, are key to preventing burnout and optimizing instructors' physical and psychological health.

Further, T. L. Edwards and P. J. Cooper [4] explore stress management programs, focusing on their benefits and challenges in military settings. These programs are shown to play an essential role in maintaining instructor well-being by integrating coping mechanisms, relaxation techniques, and psychological counseling into regular training routines.

These studies collectively confirm that a comprehensive approach, combining innovative training methods, stress management programs, personalized schedules, and nutritional and social support, is essential for maintaining the physical and

psychological health of military instructors. Such measures not only improve instructors' performance but also contribute to the overall stability and effectiveness of military training.

Objective Statement. The objective of this article is to examine the role of workload redistribution and the implementation of innovative methodologies in preserving the physical and psychological health of instructors during combat operations. Specifically, the analysis focuses on methods of optimizing workload, including balancing training sessions with rest periods, as well as the integration of cutting-edge technologies and approaches to support both physical and psychological resilience.

Main Content. In the current context of armed conflicts and intensive combat operations, ensuring a high level of military training is a key factor for the successful execution of tasks. Instructors, who are responsible for training mobilized personnel and soldiers, face immense workloads that jeopardize their physical and psychological health [4, p. 103–104]. This requires the implementation of effective methods to optimize their work, preserve their health, and enhance the efficiency of the training process. The importance of optimizing instructors' work has become the subject of numerous studies and reports, confirming the need for innovative methods.

Workload redistribution is critically important for preventing burnout and improving training effectiveness, as excessive workloads on instructors can lead to serious physical and psychological issues, which, in turn, affect the quality of personnel training. According to the Global Military Health report, over 60% of instructors report the negative impact of excessive workloads on their productivity and overall health, highlighting the need for careful monitoring of instructors' work schedules and working conditions [6]. In these circumstances, implementing a balanced approach to distributing training hours and rest periods becomes an important factor in ensuring the quality of the training process and preserving instructors' health.

Excessive working hours without adequate rest create conditions for the emergence of physical and psychological problems such as chronic fatigue, stress, burnout, and serious injuries. Instructors working over 12 hours a day often face physical issues, such as back pain, joint problems, as well as sleep disturbances and cardiovascular diseases [2, p. 47]. Psychological stress can also cause anxiety disorders, depression, and other problems, affecting their ability to effectively convey knowledge and skills to military personnel. Therefore, the implementation of effective workload redistribution methods is a crucial part of the strategy to preserve instructors' health and improve training quality.

To optimize workload, it is recommended to implement clear work regulations that include regular

breaks, strict limits on working hours, and mandatory rest periods. This will allow instructors to recover, reduce stress levels, and maintain both physical and mental health at a high level [12, p. 176–177]. However, it is important to note that standard schedules may not be suitable for all instructors. The physical and psychological characteristics of each instructor can vary, so a one-size-fits-all approach may be ineffective. To reduce stress and preserve health, it is recommended to use personalized work schedules that take into account the individual needs and capabilities of instructors.

Personalized schedules can include different options: for example, instructors with high physical workloads or susceptibility to psychological stress may have more frequent breaks, less intense training, or more recovery time. These approaches help reduce the likelihood of physical and psychological overloads, which promotes the preservation of instructors' health and enhances their productivity.

Another important aspect is providing instructors with access to medical and psychological consultations. Regular check-ups and psychological support can help identify potential problems at early stages and take steps to address them. Considering these factors, a balanced approach to workload distribution is a crucial tool for ensuring the health of instructors, preventing burnout, and improving their effectiveness, which, in turn, impacts the quality of training personnel [7, p. 128].

Methodological approaches to training must constantly improve in response to the changing conditions of combat operations. Traditional methods that were effective during peacetime or in less intense conflicts may prove ineffective in new combat scenarios. This places a demand on command and educational institutions to respond promptly to changes in the nature of military operations and apply innovative approaches to ensure high levels of personnel training [7, p. 122].

Innovation becomes key to ensuring the success of the training process in modern warfare conditions. Adapting methods to changing combat realities requires the integration of the latest technologies, such as virtual reality (VR), simulators, augmented reality (AR), and other tools that allow the creation of safely simulated, yet highly realistic training scenarios [3, p. 80]. The implementation of such technologies enables not only improved theoretical training but also better preparation of instructors to work in environments that closely resemble real combat situations. For instance, combat simulators allow the modeling of complex tactical situations in which instructors and military personnel can train without risking their lives.

Modern innovative methods significantly help instructors prepare more effectively for real combat conditions, taking into account the rapidly changing

situation on the front lines, the latest weaponry, and methods of warfare. They provide the opportunity to train for a variety of scenarios, which may include complex combat maneuvers, fire engagements, working with equipment and military vehicles under low visibility, storming actions, or the use of the latest combat tools such as drones or electronic warfare systems.

Thanks to these training technologies, instructors are able to train subordinates more effectively by replicating not only classical scenarios but also the latest threats and challenges they may face on the battlefield. This process greatly reduces the risk of real injuries, allows testing of new tactics and strategies in safe conditions, and enhances the combat readiness of personnel since training participants are better prepared for unpredictable situations.

It is also worth noting that such innovative approaches allow for distance learning, which becomes especially relevant in combat conditions, as instructors can conduct real-time training without being on the battlefield, reducing the risks to their health and lives [8, p. 84].

Psychological support for instructors is a crucial aspect in preventing stress and burnout. Stress and psychological burnout can significantly affect the effectiveness of instructors' work, so the implementation of psychological support programs and counseling is critically important to reduce stress levels and prevent burnout. According to the British Military Research Centre, systematic counseling helps reduce stress levels in 40% of instructors [1]. To achieve maximum effect, it is necessary to integrate psychological support into the daily schedule of instructors, providing access to consultations and therapeutic sessions, which helps reduce stress and improve work effectiveness.

Proper nutrition and social activity are also important for maintaining the physical and psychological health of instructors. Data from the German Institute of Health indicates that a balanced diet and regular physical activity improve the emotional state and overall energy levels of instructors. Additionally, participation in social and cultural events can be an important element of recovery and stress reduction [5]. Active social life, participation in sports events, and cultural activities contribute to improving overall well-being and help instructors better cope with workloads and stress. Therefore, maintaining physical health and active social participation are necessary for ensuring the effectiveness of instructors' work [9, p. 97–98].

Thus, the optimization of instructors' work through the redistribution of workload, innovative teaching methods, psychological support, and attention to physical and social health is essential for preserving their well-being and improving the effectiveness of training.

Conclusions. In the current context of armed conflicts, the effectiveness of military training directly

depends on the quality of work of instructors, who constantly face excessive physical and psychological workloads. Optimizing the activities of instructors is critical to ensuring high-quality military training and overall effectiveness of the educational process. Key aspects of this optimization include workload redistribution, the introduction of innovative methodological approaches, psychological support, as well as proper nutrition and social activity.

A balanced workload and individually adapted work schedules significantly reduce stress and burnout levels among instructors, directly affecting their overall effectiveness. Furthermore, teaching methods must be continuously improved to adapt to changing combat conditions. The introduction of cutting-edge technologies such as virtual reality and the adaptation of training programs are necessary to maintain high-quality training and ensure the safety of instructors.

Psychological support and systematic counseling are crucial elements for reducing stress levels and preventing burnout among instructors, which helps improve their productivity and overall well-being. Additionally, proper nutrition and active social life are important components in maintaining the physical and mental health of instructors. Participation in social and cultural activities contributes to enhancing their emotional state and reducing stress.

Overall, the factors mentioned – workload redistribution, innovative methodological approaches, psychological support, proper nutrition, and social activity – work together to create favorable conditions for instructors' work. This significantly enhances the effectiveness of their activities and ensures high-quality military training in the challenging conditions of combat operations.

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РОЛЬ ПЕРЕРОЗПОДІЛУ НАВАНТАЖЕННЯ ТА ІННОВАЦІЙНИХ МЕТОДОЛОГІЙ У ЗБЕРЕЖЕННІ ЗДОРОВ'Я ІНСТРУКТОРІВ ПІД ЧАС БОЙОВИХ ДІЙ

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Збереження здоров'я інструкторів з тактико-спеціальної підготовки Збройних Сил України та Сил оборони України є критично важливим для забезпечення високої ефективності оборонної здатності країни, особливо в умовах постійного зростання навантаження на цих фахівців. Це навантаження значно збільшилося з початком повномасштабного вторгнення росії в Україну у 2022 році. У статті здійснено всебічний аналіз факторів, що впливають на фізичне, моральне та психічне здоров'я інструкторів, та запропоновано конкретні заходи для їх збереження та покращення.

Розглянуто кілька основних аспектів, що безпосередньо впливають на стан здоров'я інструкторів. По-перше, акцентовано на проблемі надмірного фізичного навантаження, яке може призвести до травм і фізичної втоми. Запропоновано стратегії оптимізації фізичної підготовки та розроблення спеціалізованих тренувальних планів, що дозволяють знижувати ризик травм і поліпшувати фізичну витривалість інструкторів.

По-друге, у статті висвітлено проблему морального та психічного вигорання, яке виникає через постійний стрес і високі вимоги. Окрему увагу приділено методам запобігання і боротьби з вигоранням, зокрема змінам у методичних підходах до тренувань, впровадженню гнучкого планування та новітніх технологій у підготовку особового складу.

Важливим аспектом є перерозподіл навантаження серед інструкторів. Впровадження змін у графіках роботи, включаючи регулярні перерви на відпочинок і відновлення, може суттєво знизити рівень стресу та покращити загальний стан інструкторів. Запропоновано структуровані відпочинкові періоди та забезпечення фізичної активності під час відпочинку для зменшення стресових навантажень.

Психологічна підтримка є важливим елементом для збереження психічного здоров'я інструкторів. Рекомендовано впровадження регулярних тренінгів з управління стресом, розвитку емоційної стійкості, а також надання доступу до психологів і консультантів.

Особливу увагу приділено соціальній активності та підтримці родин інструкторів. Залучення родин до процесів підготовки та відпочинку допомагає знизити рівень стресу і сприяє загальному поліпшенню психічного здоров'я інструкторів.

Також досліджено роль адміністративного управління в організації роботи інструкторів. Рекомендовано переглядати організаційні структури та знижувати рівень бюрократичних бар'єрів, що можуть впливати на ефективність роботи інструкторів і їх здоров'я. Важливо забезпечити прозорість у прийнятті рішень і створити умови для зворотного зв'язку між інструкторами та командуванням.

КЛЮЧОВІ СЛОВА: інструктори; охорона здоров'я; тактико-спеціальна підготовка; вигорання; фізичне навантаження; психологічна підтримка; соціальна активність; перерозподіл навантаження.

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