

# ILLUSION OF POWER AS A WAY OF HUMAN RESOURCE MANAGEMENT

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**Abstract:** The article investigates the illusion of power. Illusion of the power is an ability of a personality to make impression about himself as about the person with significant level of power wherefore surrounding persons start mistaken about his power. The author explains specifics and possibilities of power's illusion. The article explains how this phenomenon can influence on human resource management. Moreover consequences of this phenomenon can be absolutely cruel and terrible.

**Keywords:** illusion of power, human resources management, Milgrem's experiments.

The feeling of the power always was something hated and at the same time desired for each person. Each person aspires to obtain the power, but nowadays people should hide this aspiration.

The word "power" is used in political science and in the everyday world. M.Weber recalls that, depending on the situation, we can talk about the power of the father of the children, about the power of the money-bag, about the power of legal, spiritual, economic, etc.

Power possessor can be measured in different ways - smart, fierce, strong, weak, stupid, helpless, despised, charismatic, but they are always – the real power. And that means the possession of material and human resources , the possession of people - their life, liberty , mood , memory, culture, welfare , in the end their happiness. The power — is dependence of the person on one's will. Power - is a relief from the "lowest" impressions, this feeling of responsibility prior to the people and humanity.

Persons possessing real power, can give orders rightfully so, but there are people who know how to represent themselves so that others believe in the existence of the power they have, subject to the parties, although they have no power.

Consequently, power is realized not only by the relevant authority, it can be carried out by persons who don't have it. Sometimes one person has a significant influence on others due to created impression of power presence. The real power is a control of resources, the centrality, the right of decision-making, high reputation.

So, illusion of the power is an ability of the personality to make an impression about himself as a person with significant level of power wherefore surrounding people begin mistaken about his powers.

Considering that this phenomenon relates to the area of studying the political sciences and finds the reflection around the world, studying of power illusion is the extremely actual in the modern world.

A series of classic studies by Stanley Milgram focused on the illusion of power. Milgram conducted highly controversial experiments on "obedience to authority" in 1963. Subjects in the experiments were adult men from a variety of occupations and social positions in the New Haven, Connecticut, area.

Initially Milgrem conceived the experiment to understand why inhabitants of nazi Germany so blindly followed all Hitler's orders including those that lead to that millions of people were lost in reeducation camps. He believed that this is the feature of the whole German nation. And wanted to know whether these individuals were monsters or they only obeyd all orders of Hitler (Gibson, 2011).

But the first experiments have shown that it is a feature of all mankind. And Milgram's research turned out to be deeper than the study of a single country.

Nowadays Stanley Milgram's experiment was carried out in many countries, between men and women, in different circumstances and different variants. All results confirmed Milgram's theory that all people quite easily submit to authority.

The first experiment was carried out on the territory of Yale university. 40 men were invited to participate in it. They were informed that the purpose of the experiment - to see how electric shock affects on a person's memory. The essence of experiment was rather simple. At the same time only three persons participated in it – professor (Milgram), and two examinees one of which had to play a role of the teacher, and another – the pupil. The role of the pupil always received an actor. The pupil had to sit on a special chair and remember a train of words. Whenever the learner made a mistake, the teacher sent him a jolt of electricity and increased tension by 15 V (initially it was equal to 45 V). Teams to the teacher were given by professor. In fact, no discharge was sent – the actor only imitated it, but the teacher knew nothing about it.

The teacher had to ask questions to the pupil and increase tension at the wrong answers until it reaches 450 V. At 150 volts, the learner shouted. Over time he started demanding to stop the experiment. The teacher was ready to make it, but professor said to continue experiment. And the teacher continued it, despite all groans of the examinee. Out of a total amount of 40 testees, 26 waded through. Only one person stopped at 300 V, 5 decided to stop the experiment at 315, two - at 330V, one - at 346 V and one at markers 360 and 375 V.

Before carrying out the experiment psychologists from Yale university gave the forecast concerning results. According to them, no more than 1-2% of participants of the experiment would reach a final mark. Moreover, there was conducted a survey among 39 psychiatrists. They believed that after a mark of 225 V a half of participants will leave. Until the end of the experiment can reach only one from 1000. They were very surprised to get such results of Milgram's experiment.

Milgram divided participants into three categories:

Obedied but justified themselves. Some obedient participants gave up responsibility for their actions, blaming the experimenter. If anything had happened to the learner, they reasoned, it would have been the experimenter's fault. Others had transferred the blame to the learner: "He was so stupid and stubborn he deserved to be shocked."

Obedied but blamed themselves. Others felt badly about what they had done and were quite harsh on themselves. Members of this group would, perhaps, be more likely to challenge authority if confronted with a similar situation in the future.

Rebelled. Finally, rebellious subjects questioned the authority of the experimenter and argued there was a greater ethical imperative calling for the protection of the learner over the needs of the experimenter. Some of these individuals felt they were accountable to a higher authority.

Milgram drew an unfavorable conclusion from the research. He considered that people easily follow the instructions of authorities. In this case professor whose instructions were followed strictly by testees acted as authority.

Why did the testees obey the experimenter? Although he possessed no specific authority over the testee, he appeared to be a powerful person. The experimenter created an illusion of power: he dressed in a white lab coat, was addressed by others as "doctor," and was very stern. The testees perceived him as possessing legitimacy to conduct the study.

The Milgram experiments indicate that exercising power in an authoritative way isn't the only way that power can be exerted. The Power is often exerted by individuals who have only minimum or no actual power. An individual may be able to significantly influence others simply because he's perceived to have a power.

It should be noted that the mankind easily submits to authority as it is inherent in each person. Despite cruelty of orders from an authority, all of them are equally executed by subordinates (Konopaske, 2004).

Manifestations of illusion of the power can be met in any sphere of life of the modern world, beginning with a family and finishing political life of society.

The consequences can be devastating, including mass deaths. People who possess the art to present itself as a source of power can skillfully manipulate others to make unacceptable behavior from the point of view of morality and law, such as murder, robbery.

For this reason a person who is positioning himself as a power source, should adequately estimate his actions and orders so that they haven't lead to problems at the state level.

## References

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