Abstract

**Purpose:** This study proposes the Korea Coast Guard trainee behavior principle based on the value of the Korea Coast Guard in response to the Pandemic era. Through the proposed principle of action, we will provide philosophical standards for value judgment to members of the organization in various dilemma situations that Korea Coast Guard will face in the future. Recently, as a large number of young employees in various fields have been recruited in the Korea Coast Guard organizations, controversy has arisen due to the difference between the existing policies and the expectations of the younger generation. This means that the organization should make more efforts to establish and share the priority of organizational value to its members.

**Method:** The Korea Coast Guard organizations have unique cultural characteristics that have been formed with unique history. This characteristic of the members is to examine the result of the formation of philosophical value of the Korea Coast Guard organization, along with the value policy of the Korea Coast Guard focusing on the educational regulations applied to the current students by the Korea Coast Guard Education Academy. As a research method of this paper, I would like to examine the behavior style required by members according to the unique characteristics of the Korea Coast Guard organizations in phenomenological aspects. The media press releases were used to maintain objective grounds among various problems caused by the characteristics of the Korea Coast Guard, and the internal voice of the organization was referred to the internal bulletin board of the Korea Coast Guard Agency.

**Results:** As a conclusion of this study, based on the review of the philosophy and educational goals of the Korea Coast Guard organization. The principle of action is proposed 'Five Promises of Korea Coast Guard Students'. The proposed principle of student behavior is organized so that it can be applied to actual education center life from the perspective of the student. The first regulation of the prize and penalty for the students can be seen as a behavior that is supported and trusted by the people through 'honorable life' that helps others. Second, it emphasizes that marine police will move toward a steady learning and effort as a guardian of the sea, along with the educational goal of 'trying to become an expert in the sea every moment' and prioritizing the expertise and practical skills. Third, the Coast Guard respect the human rights of the people who always keep their promises and do not follow injustice. Fourth, considering the spirit of public service value for the nation and the people that the result suitable for the public interest is more precious, overcoming the individual desire and discerning what is more suitable for the public interest is the value to be cultivated as a public official who serves the people afterward, and above all, it can be wary of the situation that falls into the individualistic tendency, forgetting that he is a 'serviceman of the people'. Fifth, the direction of the challenge spirit shown in the 'expert in the ocean' that 'I am willing to challenge and overcome for a better future' and the future-oriented image that pursues the world's best pursued by educational goals can be confirmed.

**Conclusion:** As such, this research suggests that the fundamental cause for this dilemmatic situation is on the absence of the values based on the organizational philosophies, and it is necessary for the organization to set up the operational methods based on its philosophical values taking into account the principles of action which are appropriate to the task of KCG(Korea Coast Guard).
Also, this research asserts that the operation based on philosophical grounds contributes to the sequential positivity such as ‘psychological stability of the members’ and ‘creating hard working environments’ this will also help its members’ learning process and enhance the organization in general. The competence of KCG is the tool that leads to the safety, cleanliness and full of hope for our ocean. KCG has to possess the attitude that is challenging, creative and open that should be built upon its philosophical grounds for the long-term development of the organization. The result will be the achievement of public goods in the ocean and the safety of citizens.

**Keywords:** Korea Coast Guard, KCG, Core-Value, Value-Based Organization, Action Based

1. Introduction

This The Corona 19 incident we all witnessed in 2020 it was a sign of a huge change to the Pandemic era. The after of Pandemic has brought many changes, from countries to industries, economies and personal life around the world. Especially, the daily life of individuals living in the present age has changed greatly, and non-face-to-face activities such as telecommuting and online classes have increased due to restrictions on contact with people, and the industry has triggered rapid changes such as the emergence of metaverse and virtual reality[1][2][3][4][5]. As the lifestyle changes, individuals living in the Pandemic era have created their own survival strategies and responded to new systems. These survival strategies in the Pandemic era would have been more vital not only for individuals but also for companies and organizations that want to survive fiercely. In the Pandemic era, the Korea Coast Guard officers responded to the spread of corona 19, repeating self-diagnosis and isolation in various places, and access control and prevention were routinely performed in security traps and offices.

As unnecessary contact was limited and online communication increased, the work method changed, and the search and rescue work was assigned to the Corona response personnel, manuals and shades were distributed in preparation for the occurrence of marine emergency patients, and when an infected person occurs in the security trap, cohort isolation was prepared and thoroughly managed so that the mission would not be hindered. Considering the national responsibility for the people, marine police should be maintained to perform their duties in any environment. In order for marine police to perform their duties with the same capacity as usual in the Pandemic era, it is necessary to have consistent organizational value so that they can maintain rationality in crisis situations. People generally change their attitudes and beliefs to maintain their consistency with behavior when their behavior changes(Cooper, Mira bile & Scher, 2005)[6][7][8] and the results of the study show that organizational value establishment can affect the behavior and beliefs of members. In addition, the active intervention of an individual on a matter changes to be active, and the behavior of an individual in the organization has a great influence on the behavior of others, thereby improving the culture of the whole organization[4][5][9][10][11][12][13].

The argument that the company(organization) whose value is established right away can be interpreted as meaning that it will ultimately become a sustainable company(organization) by moving in one direction no matter what external impact comes, is applied to organizations such as marine police. The fact that the value of a group is settled as a culture is the process that the core value that members can share together as members of the organization while performing their duties, and the principle of behavior based on it exist, and in terms of operating the organization, the effort to establish the system to ensure consistency in the performance of the members’ duties is accompanied. If you ask if the current public societies have a standard of value judgment, many organizations will argue that there are already various codes of conduct in accordance with the regulations. The Code of Conduct for Public Officials is created in the public societies by Presidential Decree No. 32661, the National Police Agency has a Code of Conduct for Human Rights of Police Officers by Ordinance No. 967, and the Korea Coast Guard
also has a Code of Conduct for Public Officials of the Korea Coast Guard Agency, Ordinance No. 252, and each organization is striving to regulate members' actions by code of code[6][14][15].

However, when we look at the contents, we deal with the prohibition of evil acts mainly on the contents already prohibited by other laws such as abuse of authority of public officials, prohibition of bribery, prohibition of unfair arrest, prohibition of commercial activities, prohibition of solicitation, etc., and the emphasis of the Code of Conduct, such as the prohibition of property such as the Public Service Ethics Act No. 18682, and the obligation to register property. In the end, when a dilemma arises by competing with general values of different directions, not prohibitions, a separate organizational standard that provides judgment standards is needed, and each organization must create and declare and internalize organizational values that fit its identity to achieve organizational goals effectively[16].

Therefore, this study aims to establish the direction of organizational value and to operate the organization based on it, and to suggest that the Korea Coast Guard Education Academy establish the behavior principle based on organizational philosophy and to culturalize it through education to its members. When there is a specific behavior principle based on core values, the organization will strengthen predictable communication based on missions and reduce the problems caused by lack of communication.

In conclusion, this study aims to establish and propose the principle of behavior that the Korea Coast Guard Education Academy will present to the students. The purpose of establishing the principle of behavior of trainees is to provide consistent direction for the value education and student guidance of the Korea Coast Guard Education Academy in accordance with the organizational philosophy of the Korea Coast Guard (Shalom Schwartz. 1977) argues that internalized beliefs and values form personal norms (social psychology, 437p) and that in the case of personal norms, moral rules and the acceptance of any action are within the individual, not outside, and that compensation for the work done according to its inner laws is also associated with personal satisfaction that it acted according to its own rules[17].

As a result, the internalized value of the members affects the organization as well as individual behavior, and is directly related to the satisfactory life of the marine police member. If the common principle of behavior is established as a culture, it will increase the satisfaction of the individual members' lives and help the students to make a correct and clear judgment in various dilemma situations that will become the Korea Coast Guard in the future.

The Korea Coast Guard organizations have unique cultural characteristics that have been formed with unique history. This characteristic of the members is to examine the result of the formation of philosophical value of the Korea Coast Guard organization, along with the value policy of the Korea Coast Guard focusing on the educational regulations applied to the current students by the Korea Coast Guard Education Academy.

As a research method of this paper, I would like to examine the behavior style required by members according to the unique characteristics of marine police organizations in phenomenological aspects. The media press releases were used to maintain objective grounds among various problems caused by the characteristics of marine police, and the internal voice of the organization was referred to the internal bulletin board of the Korea Coast Guard Agency.

This study will be able to describe the behavioral characteristics and culture of marine police organizations and to look at the expectation of the people who look at simultaneous organizations. In addition, the policy of the organization and the related regulations that regulate the students will be examined to examine the direction that the organization has emphasized for a long time in order to regulate the behavior and attitude of the members. The current regulations can be seen as the official culture of marine police, which has been agreed for a long time.
through due process. This paper aims to find the philosophical center of the organization and to inductively summarize the behavioral guidelines of marine police trainees.

Despite the efforts to use objective data, the fact that the subjectivity of the researcher is involved as a limit of qualitative research method can be recognized as a limit. However, I would like to clarify that the author, who is a researcher, has been involved in marine police organization for a long time and has been continuously considering policy system that can establish philosophy of marine police organization and develop the future of organization.

2. Verification of the Organization Value of Korea Coast Guard

2.1. The value policy of Korea coast guard

2.1.1. The history of Korea coast guard and the identity of each period

The history of the marine police organization began in 1946 when the Chosun Coast Guard, the predecessor of the Navy, was launched; the organization later became the Navy, and the early marine patrol organization was the Navy. After this, the government realized the necessity of its own maritime security agency and launched the Korea Coast Guard under the Ministry of the Interior in 1953, when it became the only organization to exercise jurisdiction at sea.

In 1955, as part of the efficiency of government functions, marine police became a marine security guard under the Ministry of Commerce, Industry and Energy. At this time, the function of the current general public officials of the Ministry of Maritime Affairs and Fisheries, which has special jurisdiction over fishing, was performed. In 1962, in order to cope with the widespread demand for security at sea, the Korea Coast Guard Establishment Act was enacted and the Maritime Police under the Ministry of Interior became a police officer in the sea to maintain security again. With the enactment of the Police Act in 1991, the Maritime Police Agency is established under the jurisdiction of the Police Commissioner.

After the accident in 2014, it became the maritime security headquarters under the National Security Agency, which was created for the purpose of comprehensive disaster safety response and preparation of a system. At this time, the organization was the main task of the rescue agency to cope with the disaster at sea. After that, Moon Jae-in was launched in 2017, and he is returning to the current marine police and is carrying out the duties of maritime security agencies. In 2019, he enacted the Coast Guard Act, which is an organization law[18][19][20].

As we have seen in the process of changing marine police organization, Korea has been in the process of securing its identity as a security organization that performs its duties in the ocean. In the process, it has reached today through trial and error several times. Through this process, Coast Guard members would have formed unique experiences and perspectives of Coast Guard policemen while adapting to various and special organizational environments such as large-scale disaster response and security maintenance with a small number of personnel and equipment in the vast jurisdictional area.

2.1.2. History of establishing the value of Korea coast guard organization

The value of the organization that the Korea Coast Guard have declared so far is the value of safety, dedication, trust, creation, and honor, which was presented as core values in 2013, since the establishment of the Korea Coast Guard station(60 years of Korea Coast Guard) in 1985 as the "Korea Coast Guard itself[Dawoon]" to become a historic the Korea Coast Guard officer who fulfills his new name in the protection of his country with strong physical strength[21][22][23].

It changed to the vision of ‘a happy nation of the country’, ‘a nation where safety is made a living, a society where safety is made, and a national policy where safety is a priority’. According
to the announcement of the "Korea Coast Guard NEW Vision Strategy System" during the 2017 presidential election of Park Kyung-min, the vision was declared to be six key values of 'the sea that is safer today than tomorrow', emphasizing 'deep change' and 'continuous efforts'.

The vision that Cho Hyun-bae took office and declared in 2018 is 'safe to the sea through communication and empathy' and the core values are 'respect, justice, communication and empathy'. When a dilemma occurs in an organization, it is necessary to review the priorities. The purpose of the core value is to establish important organizational values that are priorities. It is not efficient to judge individual problems by dealing with each issue and can't guarantee rationality. On the other hand, if the problem is defined based on organizational value, it will be possible to predict the results by presenting the principle of right and wrong of individual problems in advance, and it will be a communication method to suppress the controversy about various problems in advance. As we have seen, it is regrettable that the Korea Coast Guard have declared and changed the core value more than several times in a consistent internalization effort, but it seems clear that it is an organization with great passion and interest in establishing organizational value.

Regulation In 2021, the Korea Coast Guard declared the talent prize more concrete than the core value declared, and also are making efforts to establish new organizational value. The original meaning of 'charter' can be interpreted as the authority, goal, and operation principle of the organization and the individual. “The role of expressing the pride of the organization through the norms set to fulfill the promises about any facts, presenting the tasks and goals that the organization ultimately aims for, providing decision-making standards to public officials, realizing policy intentions, and influencing work attitudes and mindset, leading to cooperative efforts to achieve goals.” As shown in the following <Table 1>[21][22][23].

<table>
<thead>
<tr>
<th>The humanity award of the new charter</th>
<th>The Korea coast guard policy(2021)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sea keeper</td>
<td>We will fulfill our responsibilities to preserve the lives and safety of the people and to preserve the marine preservation, the future asset of mankind.</td>
</tr>
<tr>
<td>Practitioner of justice</td>
<td>It makes integrity and fairness a life, complies with principles and norms, and enforces the law correctly.</td>
</tr>
<tr>
<td>Person who serves the people</td>
<td>It provides marine services that the people are satisfied and trust based on communication and consideration..</td>
</tr>
<tr>
<td>The professional of the ocean</td>
<td>We overcome any difficulties with creative attitude and challenging spirit and complete our mission.</td>
</tr>
</tbody>
</table>

In addition, the new charter is largely pursuing four talents, 'the people can have expectations for the performance of the specified contents and strengthen the acceptability of the policy. The guardian of the sea means to preserve the sea of the Republic of Korea as the area of safety and sovereignty of the people in the sea, and the 'realizer of justice' is the role of the police officer and seeks principles, fairness and integrity. The 'servicemen of the people' means to provide marine services that satisfy the people through communication and consideration as public officials who are responsible for the people. The 'professionals of the ocean' shows the willingness to fulfill the mission with creative attitude and challenging spirit to perform successful missions in a special environment of the ocean. The goal of establishing the new charter, which was announced by the Office of the Innovation Administrative and Legal Officers, is to declare the organizational philosophy of "to describe practical contents in connection with Article 2 of the Maritime Police Act, to induce the use of it as a guideline for employees to perform their duties, and to name it as a survival in the spirit of the Maritime Police Agency, which can
be continuously utilized through strengthening internalization education and implementing task-linked policies." Since it became the subject of the officer's office, it seems that the new charter actually set up detailed talent by including or replacing the existing core value. The talent of marine police who was embodied by the new charter can be said to be the result of the examination of the direction of marine police in the field. As shown in the following <Table 2>[22][23][24].

**Table 2.** A project to create a dignified and wonderful the Korea coast guard.

<table>
<thead>
<tr>
<th>The Korea coast guard policy(2021)</th>
<th>Contents</th>
</tr>
</thead>
<tbody>
<tr>
<td>The humanity model of Korea coast guard</td>
<td>Improving the identity of coast guard</td>
</tr>
<tr>
<td></td>
<td>Clearing the GAPJIL(Abuse of power)</td>
</tr>
<tr>
<td></td>
<td>Realizing gender equality culture</td>
</tr>
<tr>
<td>A dignified and wonderful the Korea coast guard officer</td>
<td>Creating a sympathetic human resources culture</td>
</tr>
<tr>
<td></td>
<td>Establishing a healthy audit culture, and preparing for the future</td>
</tr>
</tbody>
</table>

Following the proclamation of the new charter, the Korea Coast Guard also implement a value policy to create an exemplary and honorable Coast Guard culture with the slogan of 'professional and wonderful the Korea Coast Guard'.

Here, I tried to regulate the certain behavior of the members in eight specific ways that the 'Making a dignified and wonderful marine police' project aims at, and here I present eight specific goals. In order, 1st Change of the Afflicted Equity Clearing 2 Organizational Dismissal and Discipline 3 Change of the way of working as public officials and Coast Guard to raise identity 4 Change of the way of working as a Coast Guard 5 Equal culture of gender equality 6 Establishment of personnel culture that everyone sympathizes with 7th Organizational climate 7 Building a healthy organizational culture[22][23][24][25][26].

There is strengthening of education for new employees. The eight tasks presented are the fact that the marine police provided specific cultural guidelines to the Coast Guard members about what goals they should move on to become a 'proud and wonderful' organization member.

**2.1.3. Objectives included in the Korea coast guard education regulations**

The school regulations of the Korea Coast Guard Education Academy are made by the regulations, and this Rule is intended to prescribe matters necessary for the student education of the Korea Coast Guard Education Academy pursuant to Article 14 of the Coast Guard Officials Education and Training Regulations under the Korea Coast Guard Agency in Article 1. Article 4 stipulates that the education for students should be conducted according to the educational goals according to the four goals as follows following <Table 3>[23][24][25][26][27].

**Table 3.** Educational objectives of the Korea coast guard education academy.

<table>
<thead>
<tr>
<th>Article 4 educational goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basis</td>
</tr>
<tr>
<td>Article 4 of the school regulations of the coast guard education academy</td>
</tr>
<tr>
<td></td>
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<tr>
<td></td>
</tr>
</tbody>
</table>

In Article 4 of the Coast Guard Education Academy, it is said that it will be applied to all members of the Coast Guard organization, including the trust to enter the education center,
basic and professional courses. Therefore, the institute can establish the principle of behavior by specifying the educational goals set up in the school rules, which can be seen to affect the entire members in the future. This means that the Coast Guard Education Academy has a good direction to lead the organizational culture through education.[23][24][25][26][27][28].

Table 4. The Korea coast guard education academy award and penalty provisions.

<table>
<thead>
<tr>
<th>Basis articles</th>
<th>Included contents</th>
</tr>
</thead>
</table>
| Article 56 award standards table | ● Succeedings(accréditation for disaster and safety accident prevention, selection of best student, rewards of various citations)  
● Student self-government activities(performance of volunteer activities such as student principal, student director, library)  
● Volunteer activities(participation in blood donation, donation of blood donation, volunteer activities after work, etc.)  
● Others such as educational development(supporting events, good deeds and misrepresentations, support for preparation for classes and active participation) |
| Article 57 penalty standards table | ● Violation of acts and subordinate statutes(of all kinds of current crimes, drunken driving, sexual assault, bribery, and GAPZIL)  
● Sex-related(sex trade, unhealthy physical contact, related photography, pornography, etc.)  
● Drinking-related(violation of various behaviors caused by school drinking or drinking)  
● School life(time violation, appearance dress, reporting etiquette, facility use, class attitude, violation of safety-related instructions, compliance with regulations such as provision of supply, vacation, maintenance of in-school order related to information and communication network)  
● Others(gambling, unauthorized departure, unhealthy collective conduct, security violations, theft of other objects, etc.) |

On the other hand, the student life rules stipulated in the Korea Coast Guard Education Academy No. 107 are aimed at stipulating the necessary matters for the smooth life of students who entered the Korea Coast Guard Education Academy. The rules stipulate various prohibitions and operate a penalty system as a student's compliance. The penalty standards prescribed as the prohibitions consist of maintaining dignity, appearance dress, salute, title, language and attitude, compliance with walking, drinking and smoking, how to enter the office, security maintenance, political activities, and compliance with legitimate instructions[23][24][25][26][27][28].

On the contrary, the award store standard table in attached Table 6 of the same rules can be seen as a recommendation of the student's attitude toward life, which can be seen as a representative of the talent that the student needs in accordance with the philosophy pursued by the institute. If the regulations set in Article 57 of the Student Life Rules of the Marine Police Education Center(Penalty Points) are summarized, it is necessary to refrain from acting and conform to order by counting the inconveniences of others as well as illegal activities. In Article 56, it can be understood that the person with exemplary postures is expected to play a role as a leader or volunteer with a goal of actively devoting himself to the community.

3. Analysis of the Organizational Value of the Korea Coast Guard

3.1. Verification of the value included in the policies of the Korea coast guard

The Korea Coast Guard Education Academy organizes a curriculum based on educational goals according to school rules and disciplines students. Therefore, the rules of life of students can be seen as a concrete guideline to fulfill the goals of education.
As a result, the expression of exemplary behaviors that the trainees and new police officers appointed after the education continue to repeat during the education and the effect of compliance with various prohibited acts will be the process of the organizational value being embodied in the education. This is the process of learning the honorability of dedicating and responsible for others in the individual activities of members, as Won Hoon(Core Value), a Coast Guard institute of 'honor', 'courage' and 'dedication' aims.

3.2. Comparison of the value policy and education regulations of the Korea coast guard policies

The 'Making a dignified and wonderful Coast Guard' promoted by the Korea Coast Guard since 2021 is a 'honorable life' that each item of the code of conduct prescribed in the school rules, such as the above, contains the value of the 'grand' of the Korea Coast Guard. The concrete value of action that can be presented in practice can be interpreted including 'competence', 'concern', 'unhidden transparency' of the Korea Coast Guard. The first guardian of the sea in the new charter is to pursue the same goals as the Korea Coast Guard with expertise and practical skills among educational goals, and can link with the mission value responsible for the safety of the people by putting excellent manpower and the best equipment on the spot. The second 'realizer of justice' in the new charter has the same goal as 'marine police who respect human rights and defend justice'. It can be interpreted in connection with detailed values that fulfill 'promise with the people' and 'respond firmly to injustice' with detailed contents linked to practical work.

The third ‘serviceman of the people’ means ‘a Coast Guard officer who serves the people according to the role of the nation’. In the practice, the specifics are linked to 'integrity' that avoids individual pursuit of private interest and 'public interest' that provides services to the people for 'results suitable for public interest', and it can be explained that the marine police do 'sublime mission' in all situations of fighting waves in the sea.

The fourth charter of the new charter emphasizes 'creativity' and 'challenge spirit' in the way that marine police are recognized as the best in the world in the sea, which shows that the goal is the same as 'future-oriented the Coast Guard pursuing the best in the world'. Specifically, 'proficiency' requires a spirit of raising the awareness of the problem and challenging it, and this attitude will reach the goal of the Korea Coast Guard that protects the national interest and the safety of the people. As reviewed, the philosophical value of marine police at the moment of important mission is displayed without fail by the behavior of members, and the behavioral value of various education and training designed according to the educational goal is embodied in the members, which seems to constitute a consistent range of marine police action values in the project of the new charter declared afterwards and the 'making a dignified and wonderful Coast Guard' project.

Therefore, it can be found that the educational goals in school rules and the human resources that the life rules are aiming for are gathered in five directions that the organization should aim when compared to the value policy that the Korea Coast Guard are pursuing as of 2022. This predicts that the goal pursued by marine police education can provide a framework for philosophical value judgment that can be applied to both marine police members as well as students.

3.3. Verifying the value of Korea coast guard through the actions of members

Since the new Korea Coast Guard in education have not yet been put into practice, there is a limited way to contribute directly to the people. Nevertheless, there are cases where the accident, safety, crime prevention, and arrest, which meet the store standards, are achieved in the Rule of Life No. 107, and in this regard, the cases of the students or the police officers appointed after graduation from 2014 when the institute moved to Yeosu and the practical training began are as follows <Table 5>[28][29][30][31][32][33][34][35][36].
The case of the Korea Coast Guard officers immediately after the appointment of the trainee or the officer is a case in which he is willing to step up at the moment when his role is needed with his expertise through greater challenges and dedication than the expectation of the opponent through the duty of the Korea Coast Guard or the mission. If we look at what the Coast Guard education regulations we have looked at in the past are aimed at, we expect the education to induce the expertise of the Korea Coast Guard who help the students to express their best practices as Korean civil servants. This is one of the philosophies that the Korea Coast Guard education is aiming for. Specifically, it shows the philosophy of active life that helps others who are at risk as honorary Coast Guard officers immediately after the appointment of the trainee or the officer and the mission of the Korea Coast Guard, who saved a man who was blocked from airways by food. The necessity of 'honorable life' can be accepted as the demand of 'responsibility' and 'sincereness' for the mission, and as a result, it creates the conditions to demonstrate 'professionality' and receive 'trust' from the people. The lesson that the Korea Coast Guard can learn in this case can draw up the principle of action that 'I try to develop professionalism every moment for the people in crisis' and should consider the spatial condition of 'sea' considering the mission of the Korea Coast Guard.

The case of six Korea Coast Guard officers who died in the sea since 2016 shows that the recognition of 'honorable life' as a police officer expresses courage and commitment to confront rough waves to save the people in crisis. These cases are at risk by the police officer himself in practice, and it can be seen that the fate of the Korea Coast Guard officer was left to the sea in

Table 5. Trainees reported in media, new Korea coast guard officers.

<table>
<thead>
<tr>
<th>Exemplary cases reported in media</th>
<th>Media organization (reported date)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marine police officers rescued fishing boater who crashed breakwater during holiday(Donghae Hae coast guard Chun Sung-pil, Bae Sung-won)</td>
<td>YTN NEWS(2022.8.31.)</td>
</tr>
<tr>
<td>The new coast guard officer, Hoon Hoon, who saved a man who was blocked from airways by food (Woo In-hyuk, Mokpo Hae Kyung-seo)</td>
<td>Asia economics(2022.8.3.)</td>
</tr>
<tr>
<td>The topic of the current criminal caught by the coast guard trainee(Hae-kyung(security officer Kim Hyung-woo of Ulsan Hae-kyung) who rescued people on his way home from work for the Exemplary of fasting</td>
<td>No cut news(2018.3.27.)</td>
</tr>
<tr>
<td>&quot;The model of fasting&quot; seafarers who rescued people on their way home from work</td>
<td>YTN News(2016.09.20.)</td>
</tr>
<tr>
<td>The new coast guard officer who received the commissioner's award ... 'I did what I learned' (Park Do-hyung, a police officer a t Gunsanseo)</td>
<td>NEWSIS(2018.03.13.)</td>
</tr>
<tr>
<td>'Brain hemorrhage' 50-year-old male rescue marine police trainee 'Midam' (230 Bae Chang-sik)</td>
<td>NEWSIS(2016.09.19.)</td>
</tr>
<tr>
<td>Four police officers from Taean-seo were rescued by first aid in their 70s with obstruction of airway(four, including police officer Kao Hyun)</td>
<td>Daejeon Daily newspaper(2016.2.4.)</td>
</tr>
<tr>
<td>The good deeds of the seafarers who saved passengers between breathing pains (228 Jeong Ji-bin)</td>
<td>Dong A Daily newspaper(2015.07.23.)</td>
</tr>
<tr>
<td>Dramatic structure of students with disabilities in passenger cars silted in the water of Yeosu seaport(Choi Eun-jin, Yeosu)</td>
<td>Kegung Hang newspaper(2015.08.19.)</td>
</tr>
</tbody>
</table>

People who are exposed to the good news of the Korea Coast Guard support the uniform organization in various ways, which returns to the honor of the organization. The attitude of the members who bravely confront this crisis situation is a philosophy of 'honorable life'. The point of orientation in the 'proud and wonderful marine police' aimed at the marine police organization also emphasizes the 'honor' aspect. What is called 'honorable life' should be the dignity of objectively reasonable goodwill and attitude. The necessity of 'professionality' can be accepted as the demand of 'responsibility' and 'sincereness' for the mission, and as a result, it creates the conditions to demonstrate 'professionality' and receive 'trust' from the people. The lesson that the Korea Coast Guard can learn in this case can draw up the principle of action that 'I try to develop professionalism every moment for the people in crisis' and should consider the spatial condition of 'sea' considering the mission of the Korea Coast Guard.
the situation of taking it. The public opinion of the people who are exposed to these reports expresses great impression and gratitude for the uniform organization that does noble service for the people for a while. The above cases of death raise the honor of the Republic of Korea as well as the organization, and give safety and pride to the people. In their appearance, they can find the sense of value more precious than themselves, and the expression of aggressive challenging spirit beyond the impossible in harsh marine environment. Also, it can be recognized that the result of social contribution through the service and dedication embodied until the situation of the inability of the Korea Coast Guard’s mission characteristics. The lesson from this case is to draw the philosophy of Coast Guard as a principle of action, which is a repetitive action that aims to 'discriminate more valuable value suitable for public interest'.

Next is the value included in the case of the information in addition to the information in the case. One case is the case in which a Coast Guard officer A, who was in charge of the Korea Coast Guard, stopped at the intersection of Yeongdo-gu, Busan on May 5, 2021, and ran away from the intersection of Yeongdo-gu, Busan. As a result of this incident, public opinion about the Korea Coast Guard deteriorated greatly and A was dismissed as a disciplinary action. In this case, the reason for the dismissal of A is that the violation of the duty to maintain the dignity of the Korea Coast Guard officer and the misdemeanor are common reasons for other disciplinary actions, so it doesn't clearly explain what was wrong in the current case.[36][37][38][39][40][41].

The reason why the philosophy and the principle of behavior of an organization should be established is that in the case of A, it should be explained in a more concrete way than 'violation of dignity' or 'disgracefulness'. In the 'drinking driving' of A, the blood alcohol level was 0.02%. Nevertheless, it can be assumed that the decision to dismiss the drunk was made by asking for the responsibility of drinking, which resulted in the deterioration of public opinion due to massive unofficialness. In this case, the security trap was mobilized to search for A officer who jumped into the sea, and the result of the joint search by the nearby military unit, the large result of the civilian rescuers, and the fact that the media was reported in large quantities were recognized as a result and led to a serious result of 'dismissal'. However, the judgment of the act due to this situation is a resultant view that is determined considering what happened after the event occurred.

If A was arrested before he jumped into the sea and was not mobilized by security traps, and the results of the discipline should be the same, assuming that he was not reported to the media. Because regardless of the result, there is no change in the act committed by the chief officer A, and the party must be responsible for the act. Organizational philosophy is not the result but the justification of the act. The problem of the resulting logic causes unfairness in which judgments change according to the results of the same act, and if such problems are left unattended, there will be side effects that reduce the results already occurring or make efforts in an unequal direction to prevent media reports. In the end, the organization focuses on unnecessary work to reduce the results, resulting in more problems sequentially.

In another view, the disciplined officer A himself can argue that the motive of his actions is good for the "honor" of the Coast Guard. In order not to discredit the Korea Coast Guard, it is possible to reach the conclusion that the identity of the Korea Coast Guard should not be revealed at that moment and that the identity should be concealed by jumping into the sea. This limits the interpretation of problems by applying the abstract phrase 'honor' to various situations, which explains that the organization did not consistently provide the judgment guidelines of its members only by declaring 'core values'. Therefore, the organization needs to present its organizational value as a concrete principle of behavior, and it should be able to explain what value the party violated in individual matters according to the behavior of the member.
When A pointed out that he jumped into the sea to avoid drunken crackdown in this case, what should be mentioned is that he does not undermine the expectation of the people and the honor of the marine police as a community. Based on this, the philosophy that individuals should have is the 'honest Coast Guard' who lives a 'honorable life', which is consistent with the marine police value policy of pursuing 'professional and wonderful marine police'. Specifically, 'acting to make me clear that I am a marine police officer at any moment' does not create an unjust situation that should be hurriedly removed from the position. Also, responding to police officers' drunkenness is a promise that all citizens should keep, and it is unfair not to fulfill their promises. Police officers are exemplary subjects who should take the lead in social promises.

As a result, the lesson that the Korea Coast Guard can learn from this case is to draw the principle of action that 'always act to reveal that they are marine police officers' and 'to keep promises and not follow injustice' so that members can decide the right direction of action in similar cases. The case of 2 is a report that the Korea Coast Guard agency in June 2021 revealed that it had specialized the executives who were disciplined by drunk driving. The Korea Coast Guard Agency said that there is no problem because the period of promotion restriction due to disciplinary action has passed, but it is criticized that the inside bulletin board of the seaplane will be seen as an unremarkable speciality in the eyes of the people. The issue in this case is the controversy of 'Is it reasonable for a person with a history of drunk driving to make special progress?'

The Korea Coast Guard have been making various policies for the past few years to prevent the four major problems such as drunken driving, and have been disadvantaged to the target person. The Korea Coast Guard have especially strengthened the disadvantages of drunken driving. In terms of personnel policy, they have expanded the number of penalties for many years such as 'restriction of personnel issuance and three years transfer', 'restriction of recommendation of retirement civil servants', 'restriction of special promotion of honorary retirement in the event of heavy disciplinary action due to drunk driving', and 'exclusion of manager' Unpaid, exclusion of performance bonuses for the year, and exclusion from the subjects to move into the government office have shown the will of the origin of drunk driving.

Therefore, the members trusted the consistent direction of the organizational policy that 'drinking driving can’t be forgiven in any case' while empathizing and accepting the principle of zero tolerance for drunk driving that the organization is aiming for a long time. In this issue, we should first look at whether we were subjected to reasonable discipline at the time of drunk driving, and look at whether a person who was disciplined by drunk driving can compete for promotion. If the issue of the issue has already been resolved by clear discipline, there is no problem with the organizational system for the discipline of a specific person. And if the party who recovered the qualifications after that was legitimately competing and proved to be a special target as a result of strict evaluation, it would not be wrong. If we look at whether it is appropriate for drunken people to compete in special competitions, we should think from the public's point of view: Any public official should strive for the nation and the people and create results. It is because it is the natural responsibility of public officials who strive for the future of the Republic of Korea.

So, if his efforts have clearly achieved great results throughout the organization even if he has a history of drunk driving, it can be concluded that promoting him is necessary for national interest and national safety. The reason for the controversy in this issue should be clearly stated, however, is that the reason for the controversy among the members in the internal bulletin board of the Korea Coast Guard Agency was fairness among the competitors. The controversy over fairness was due to the policy direction of the marine police, which has been continuously excluded from personnel and welfare for drunk driving. This direction was the opposite of the result of specializing drunk driving power, so it would have seemed to give preference to a specific person. The reason for the controversy in this case is that the organizational philosophy
that has been continuously strengthening the disadvantages of drunken people has been accepted for a long time as part of the marine police identity to its members. Therefore, when deciding on policies, the organization should review the continuity of policy direction in a large framework, and anyone who drafts policies should review the consistency to be maintained after his or her term based on organizational value. As a result, the lesson that the Korea Coast Guard can learn from this case is that policy should have a consistent direction in line with organizational value.

Accordingly, according to the policy signal that the organization has continuously shown, it will be possible to establish and apply organizational philosophy to encourage the efforts for the mission without discrimination and to treat talented people without discrimination, along with the duty of the public officials that 'the promised policy is kept and the unintentional' members do not follow the injustice and 'anyone should challenge and overcome for the better future of the Republic of Korea'.

4. Conclusions and Suggestions

As a conclusion of this study, based on the review of the philosophy and educational goals of the Korea Coast Guard organization like <Figure 1>.

Figure 1. Deriving the activity principles of new Korea coast guard education new trainees.

<table>
<thead>
<tr>
<th>POLICY</th>
<th>Organizational value</th>
<th>The principle of behavior of new trainee</th>
<th>WON HOON (Core Value)</th>
<th>Educational Academy rules</th>
</tr>
</thead>
<tbody>
<tr>
<td>NEW CHARTER</td>
<td>As 'the guardian of the sea' to protect the lives and safety of the people the future asset of mankind fulfill your responsibilities</td>
<td>I'm always proud to be a Coast Guard act to reveal</td>
<td>Honor trusted Coast Guard officer</td>
<td>Proud of myself as a Coast Guard officer</td>
</tr>
<tr>
<td></td>
<td>As 'the realizer of justice' living in integrity and justice Compliance with principles and norms enforce the law correctly</td>
<td>I'm a sea expert every moment try to be</td>
<td>Courage a strong Coast Guard officer</td>
<td>Coast Guard with expertise and practical skills</td>
</tr>
<tr>
<td></td>
<td>As a 'serviceman of the people' based on communication and consideration the people are satisfied and trusting the Coast Guard service is offered</td>
<td>I always keep my word do not follow injustice</td>
<td>Coast Guard with honor human rights and defend justice</td>
<td>Coast Guard with loyal to the state and serving the people</td>
</tr>
<tr>
<td></td>
<td>As a marine expert with creative attitude and spirit of challenge to overcome any difficulties complete a mission</td>
<td>I remember that the outcomes that are appropriate for the public interest are more valuable</td>
<td>Coast Guard with future-oriented</td>
<td>Coast Guard with future-oriented Seeking the World's best</td>
</tr>
</tbody>
</table>

The principle of action is proposed 'Five Promises of Korea Coast Guard trainees'. The proposed principle of student behavior is organized so that it can be applied to actual education center life from the perspective of the student. The first regulation of the prize and penalty for the students can be seen as a behavior that is supported and trusted by the people through 'honorable life' that helps others, as shown by the news data about the various good deeds of the students and the officers appointed. Therefore, it is a common value for all members as it shows the sense of duty and honor for the organization called 'Coast Guard with Proudness', which regards honor as important as marine police. Second, it emphasizes that the Korea Coast Guard will move toward a steady learning and effort as a guardian of the sea, along with the
educational goal of 'trying to become an expert in the sea every moment' and prioritizing the expertise and practical skills.

Third, the Korea Coast Guard respect the human rights of the people who always keep their promises and do not follow injustice. They can emphasize the ability to distinguish 'justice' in life by focusing on social and human relations in life and keeping their promises and not using unfair methods. Fourth, considering the spirit of public service value for the nation and the people that the result suitable for the public interest is more precious, overcoming the individual desire and discerning what is more suitable for the public interest is the value to be cultivated as a public official who serves the people afterward, and above all, it can be wary of the situation that falls into the individualistic tendency, forgetting that he is a 'serviceman of the people'. Fifth, the direction of the challenge spirit shown in the 'expert in the ocean' that 'I am willing to challenge and overcome for a better future' and the future-oriented image that pursues the world's best pursued by educational goals can be confirmed.

Just as the many Coast Guard challenges in the rough sea have saved the lives that have been lost so far, the joint goal of the members of 'better our future' will overcome the difficult obstacles that appear in the process of effort. The proposed principles of action for the Korea Coast Guard trainees will be firmly rooted in the Korea Coast Guard culture and policies through repeated education. This proposal is established as the behavior principle of the Korea Coast Guard in response to the Pandemic era, and it can increase the predictability of many generations in various dilemma situations to be happening in the future, make clear by matching the policy and value of the organization, and establish the behavior principle that can be applied to the entire Korea Coast Guard members in the stage of declaring the core value in the large stem of marine police education. It is meaningful to propose it.

5. References

5.1. Journal articles


5.2. Thesis degree


5.3. Books

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6. Appendix

6.1. Authors contribution

<table>
<thead>
<tr>
<th>Initial name</th>
<th>Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lead Author</td>
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</tr>
<tr>
<td></td>
<td>-Set of concepts ☑</td>
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<tr>
<td></td>
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<td>-Make a significant contribution to collection ☑</td>
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<td>-Final approval of the paper ☑</td>
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<td></td>
<td>-Play a decisive role in modification ☑</td>
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<tr>
<td>Corresponding Author*</td>
<td>YL</td>
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<tr>
<td></td>
<td>-Significant contributions to concepts, designs, practices, analysis and interpretation of data ☑</td>
</tr>
<tr>
<td></td>
<td>-Participants in Drafting and Revising Papers ☑</td>
</tr>
<tr>
<td></td>
<td>-Someone who can explain all aspects of the paper ☑</td>
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</table>

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