THE CZECH ARMY MECHANIZED BRIGADE
TO STAY OR TO LEAVE?

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Cpt. Romana Plchová, PhD.
+ team of the HR Expert Services Department
Prague, Czech Republic
HR EXPERT SERVICES DEPARTMENT

(A) RESEARCH
- quantitative research
- questionnaires
- actual and crucial issues in the Czech Armed Forces
- information/feedback to the soldiers and commanders in chief

(B) EDUCATION
- social science methodology
- research-informed decision making
CZECH LAND FORCES: Combat Forces

(1) 4th quick reaction brigade
(2) 7th mechanized brigade

- 4 BATTALIONS and HQ
  - mechanized battalion 2x, light motorised battalion, tank battalion
  - localized in eastern part, close to the second biggest city in the Czech Republic
  - national territory defence
  - part of operation task force of the allied joint force (crises, event of hostilities)
RESEARCH GOAL

- the reasons for quitting the military service exploration and the military service conditions description

   (analogous to the previous 4th quick reaction brigade research in 2017; IAMPS 2018 research)

METHODOLOGY

- quantitative, questionnaires, analyzed via SPSS

SAMPLE

- **522 soldiers** of the 7th mechanized brigade
  - 65% more than 5 years of duty
  - 35% less than 5 years of duty
  - 94% male
  - 6% female
  - 20% commanders
  - 80% “non-commanding“ soldiers

DATA COLLECTION

- July and August 2018 (one battalion earlier in 2017)
THE FUTURE IN THE CZECH AF
7th MB SOLDIERS

To stay or to leave?

- I am leaving the AF: 2%
- I consider leaving the AF: 17%
- I will stay in the AF: 81%

Satisfaction in the AF

- Satisfied with future in the AF: 88%
- NOT satisfied with the future in the AF: 12%
TOP 5 INCENTIVES
TO JOIN THE CZECH AF

- “I wanted to do an interesting job” 98 %
- “I wanted to do a useful job” 92 %
- “I wanted to participate in the protection of our country” 92 %
- “Friendship and team spirit” 90 %
- “Social security benefits” 89 %
NOT ATTRACTED BY PARTICIPATING IN THE PROTECTION OF OUR COUNTRY?

„Who“ are these quite specific 8 % of soldiers? Are they soldiers at all?

▪ THOSE WHO SIGNIFICANTLY LESS
  - wished to do an interesting job
  - wished to do a useful job
  - wished to have a career
  - felt attracted by the option to attend the military mission
  - felt attracted by discipline and organization of military life
  - felt attracted by the option to work with the military equipment

▪ THOSE WHO A LITTLE BIT MORE WISHED (NOT SIGNIFICANTLY)
  - to avoid unemployment
  - to earn more money than a civilian
THE SECOND LEVEL INCENTIVES TO JOIN THE CZECH AF

- “The option to attend a military mission” 82 %
- “I liked military discipline and the organization of military life” 81 %
- “I wanted to work with military equipment” 81 %
- “To achieve something and to do a career” 80 %
NOT ATTRACTION BY MILITARY LIFE AND DISCIPLINE?

„Who“ are these almost 20 % of soldiers?

▪ THOSE, WHO SIGNIFICANTLY LESS
  ➢ wished to participate in the protection of our country
  ➢ felt attracted by working with military equipment
  ➢ felt attracted by a particular military specialization
  ➢ wished to become soldiers since childhood
  ➢ wished a military career

▪ NO SIGNIFICANT DIFFERENCES IN CATEGORIES
  ➢ to avoid unemployment; to earn more money than a civilian
  ➢ to achieve social security benefits \(\rightarrow\) however, high numbers for both groups in this category!
THE THIRD LEVEL INCENTIVES TO JOIN THE AF

- “I felt attracted by a particular military specialization.” 64 %
- “I wished to earn more money than I would earn as a civilian.” 60 %
- “Since I was a child I wished to become a soldier.” 58 %
- “I wished to avoid unemployment” 28 %
MOTIVATION TO JOIN THE AF

FREE RESPONSES

- Only 13 answers in total
- 4 clusters

1. Family and traditions
2. Self-development/challenge
3. Security protection/patriotism
4. Social security
TO LEAVE THE CZECH ARMED FORCES?

4 batallions / HQ / the whole 7th brigade

% I am leaving the AF/
I consider leaving the AF

1. 13%  
2. 19%  
3. 10%  
4. 21%  
HQ 20%  
7th MB 17%
INFLUENTIAL FACTORS
for quitting the Armed Forces

TOP 3

- still having a chance to get a job outside the AF
- uncertainty regarding the work conditions and regarding the size of the military allowance
- the overall situation within the AF
INFLUENTIAL FACTORS for quitting the Armed Forces

- relationships with those soldiers/officers who stand higher in the hierarchy
- the quality of inclusion of the new soldiers into the unit
- 1/3 new soldiers (not accepted) consider quitting the AF
- services for families and significant others
- satisfaction with one’s future in the AF
- uncertainty regarding the future career
QUITTING THE AF?

FREE RESPONSES

▪ "I want to do my own business. Unfortunately, when you work as a soldier, it is difficult to measure the results, our results can be interpreted in various ways and it is often based on the relationships with those people who make the judgements."

▪ "No option to educate myself, to attend the appropriate courses, no support from my superior."

▪ "Uncertainty with regard to the personnel management within the Czech Armed Forces."
Recommendations

- **transparency within the personnel policy/management**
  → providing feedback to the management of the personnel agency of the Czech AF
  (shifting soldiers from one function to another → consolidation of the career development etc.)

- **smoother inclusion of the new soldiers into the AF**
  → providing more information (about their military training; about their career; about the plans on being or not being deployed etc.)