Active Reserves

hidden power of the Czech Armed Forces

Department of Expert HR Services, Directory of HR Division, MoD

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Defense of The Czech Republic

Professional Army

Active Reserves

Civilian Reserves
RESEARCH

The level of job satisfaction of active reserves’ members in the years 2012 - 2014

784 respondents => 75%
THE TYPICAL MEMBER

- man, 31 - 40 y.o.,
- High school education
- Member of AR ⇒ 7 and more years rank → NCO
I. MOTIVATION
I. MOTIVATION

<table>
<thead>
<tr>
<th>Agree with:</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>I wanted to do something for the safety of my country</td>
<td>98%</td>
</tr>
<tr>
<td><strong>Patriotic</strong> reasons</td>
<td>90%</td>
</tr>
<tr>
<td>Professional improvement</td>
<td>87%</td>
</tr>
<tr>
<td><strong>Physical</strong> training</td>
<td>80%</td>
</tr>
<tr>
<td>Desire for adventure and extraordinary experience</td>
<td>77%</td>
</tr>
<tr>
<td>Financial reasons</td>
<td>16%</td>
</tr>
</tbody>
</table>
II. MEANING OF AR

• Homeland defense
• Disaster deployment (eg. Flood, fire, technological crisis)
• Another part of the army
membership

AWARENESS of the close people

Yes, "all know it", ⇒ 75 %
Willingness to bring friends - **YES ⇔ 77 %**

Wish – own children being members - **YES ⇔ 82 %**
III. TRAINING

ALWAYS PARTICIPATING ⇒ 44 %

NOT ALWAYS ⇒ 56 %

WORK OR SCHOOL OBSTACLES ⇒ 29 %

- Health problems ⇒ 26 %
- Family problems ⇒ 9 %
- Personal reasons ⇒ 2 %
- Financial reasons ⇒ 1 %
TRAINING COPING

• No problem ⇒ 78 %

• Exhausted ⇒ 13 %

• Overloaded ⇒ 0 %
WORK CONDITIONS

• Communication with **colleagues** → **99 %**
• Communication with the **people in charge** → **89 %**
• Communication with **subordinates** → **92 %**
COMPANY COMMANDER

ACTIVE
78%

RESPONSIBLE
81%

CAPABLE
67%

EXPERIENCED
64%

PRINCIPLED
65%

PURPOSEFUL
75%

PROFESSIONAL
66%
PERSONAL SATISFACTION

FEAR
58% NEVER
40% SOMETIMES

ANGER
60% NEVER
35% SOMETIMES

STRESS
79% SOMETIMES
15% NEVER

FREEDOM
51% SOMETIMES
28% OFTEN
PERSONAL SATISFACTION

RECOGNITION
- 56% SOMETIMES
- 31% OFTEN

JOY
- 53% OFTEN
- 15% STILL

INJUSTICE
- 49% NEVER
- 44% SOMETIMES

HELPLESS
- 61% NEVER

continue to serve – 86%
## IV. QUALITY OF AR

<table>
<thead>
<tr>
<th>Feature</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>High moral standards</td>
<td>72 %</td>
</tr>
<tr>
<td>Well trained</td>
<td>51 %</td>
</tr>
<tr>
<td>Able to hold fighting</td>
<td>44 %</td>
</tr>
<tr>
<td>Supported by civilians</td>
<td>22 %</td>
</tr>
<tr>
<td>Modern equipment</td>
<td>38 %</td>
</tr>
</tbody>
</table>
V. ATTITUDES TO ACR
FELLOW FEELING

91% feel a sense of belonging with the army

9% does not
VI. PROFESSIONAL LIABILITY
"State sovereignty must be defended at all costs ..."

"The security of our country is what we do not have to worry, because NATO would defend us"
“willingness to lay down his life for his country”

YES ⇒ 86 %

NO ⇒ 4 %
<table>
<thead>
<tr>
<th>Statement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>PILLAR OF society</td>
<td>74%</td>
</tr>
<tr>
<td>It is worth fighting for</td>
<td>71%</td>
</tr>
<tr>
<td>It has the bugs, but we do not have a better system ...</td>
<td>77%</td>
</tr>
<tr>
<td>Harms the interests of the majority</td>
<td>17%</td>
</tr>
</tbody>
</table>
CONCLUSION
AR members are motivated, committed patriot, conscious of its task, BUT ALSO ...
crave bigger and USE AWARDS
CONCLUSION

• A team, "
• COUNTRY consciousness SERVICES
• CONFIDENCE IN THE NEAREST senior
• POSITIVE view of the ACR, a sense of belonging
• DEFENSE sovereignty for granted
• Desire to continue AR
CONCLUSION

• Support from the public and the media
• PROBLEMS WITH EMPLOYERS
• Outfit and equipment
• FREQUENCY OF EXERCISE
• Trust in political institutions
THANK YOU FOR YOUR ATTENTION!