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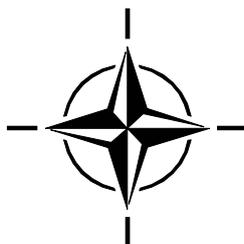
RTO TECHNICAL REPORT

TR-HFM-107

Recruiting and Retention of Military Personnel

(Recrutement et rétention du
personnel militaire)

Final Report of Research Task Group HFM-107.



Published October 2007

Distribution and Availability on Back Cover



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The Research and Technology Organisation (RTO) of NATO

RTO is the single focus in NATO for Defence Research and Technology activities. Its mission is to conduct and promote co-operative research and information exchange. The objective is to support the development and effective use of national defence research and technology and to meet the military needs of the Alliance, to maintain a technological lead, and to provide advice to NATO and national decision makers. The RTO performs its mission with the support of an extensive network of national experts. It also ensures effective co-ordination with other NATO bodies involved in R&T activities.

RTO reports both to the Military Committee of NATO and to the Conference of National Armament Directors. It comprises a Research and Technology Board (RTB) as the highest level of national representation and the Research and Technology Agency (RTA), a dedicated staff with its headquarters in Neuilly, near Paris, France. In order to facilitate contacts with the military users and other NATO activities, a small part of the RTA staff is located in NATO Headquarters in Brussels. The Brussels staff also co-ordinates RTO's co-operation with nations in Middle and Eastern Europe, to which RTO attaches particular importance especially as working together in the field of research is one of the more promising areas of co-operation.

The total spectrum of R&T activities is covered by the following 7 bodies:

- AVT Applied Vehicle Technology Panel
- HFM Human Factors and Medicine Panel
- IST Information Systems Technology Panel
- NMSG NATO Modelling and Simulation Group
- SAS System Analysis and Studies Panel
- SCI Systems Concepts and Integration Panel
- SET Sensors and Electronics Technology Panel

These bodies are made up of national representatives as well as generally recognised 'world class' scientists. They also provide a communication link to military users and other NATO bodies. RTO's scientific and technological work is carried out by Technical Teams, created for specific activities and with a specific duration. Such Technical Teams can organise workshops, symposia, field trials, lecture series and training courses. An important function of these Technical Teams is to ensure the continuity of the expert networks.

RTO builds upon earlier co-operation in defence research and technology as set-up under the Advisory Group for Aerospace Research and Development (AGARD) and the Defence Research Group (DRG). AGARD and the DRG share common roots in that they were both established at the initiative of Dr Theodore von Kármán, a leading aerospace scientist, who early on recognised the importance of scientific support for the Allied Armed Forces. RTO is capitalising on these common roots in order to provide the Alliance and the NATO nations with a strong scientific and technological basis that will guarantee a solid base for the future.

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Published October 2007

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ISBN 978-92-837-0062-3

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REPORT DOCUMENTATION PAGE																																													
1. Recipient's Reference	2. Originator's References	3. Further Reference	4. Security Classification of Document																																										
	RTO-TR-HFM-107 AC/323(HFM-107)TP/71	ISBN 978-92-837-0062-3	UNCLASSIFIED/ UNLIMITED																																										
5. Originator	Research and Technology Organisation North Atlantic Treaty Organisation BP 25, F-92201 Neuilly-sur-Seine Cedex, France																																												
6. Title	Recruiting and Retention of Military Personnel																																												
7. Presented at/Sponsored by	Final Report of Research Task Group HFM-107.																																												
8. Author(s)/Editor(s)	Multiple		9. Date October 2007																																										
10. Author's/Editor's Address	Multiple		11. Pages 516																																										
12. Distribution Statement	There are no restrictions on the distribution of this document. Information about the availability of this and other RTO unclassified publications is given on the back cover.																																												
13. Keywords/Descriptors	<table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Advertising</td> <td style="width: 33%;">Marketing</td> <td style="width: 33%;">PERSTEMPO</td> </tr> <tr> <td>Attitude surveys</td> <td>Military human resource models</td> <td>Psychological contract</td> </tr> <tr> <td>Attrition (personnel)</td> <td>Military lifestyle</td> <td>Quality of life</td> </tr> <tr> <td>Classification</td> <td>Military model</td> <td>Recruiting</td> </tr> <tr> <td>Commitment</td> <td>Military occupations</td> <td>Recruitment</td> </tr> <tr> <td>Compensation</td> <td>Military personnel</td> <td>Retention</td> </tr> <tr> <td>Conditions of service</td> <td>Military personnel modelling</td> <td>Salaries</td> </tr> <tr> <td>Economic factors</td> <td>Military personnel policy</td> <td>Satisfaction</td> </tr> <tr> <td>Force structure planning</td> <td>Military sociology</td> <td>Selection</td> </tr> <tr> <td>Gender</td> <td>Minority</td> <td>Shocks</td> </tr> <tr> <td>Human resources</td> <td>Models</td> <td>Surveys</td> </tr> <tr> <td>Individual differences</td> <td>OPSTEMPO</td> <td>Transition</td> </tr> <tr> <td>Job attitudes</td> <td>Organizational attraction</td> <td>Turnover</td> </tr> <tr> <td>Manpower utilization</td> <td>Personnel selection</td> <td>Values</td> </tr> </table>			Advertising	Marketing	PERSTEMPO	Attitude surveys	Military human resource models	Psychological contract	Attrition (personnel)	Military lifestyle	Quality of life	Classification	Military model	Recruiting	Commitment	Military occupations	Recruitment	Compensation	Military personnel	Retention	Conditions of service	Military personnel modelling	Salaries	Economic factors	Military personnel policy	Satisfaction	Force structure planning	Military sociology	Selection	Gender	Minority	Shocks	Human resources	Models	Surveys	Individual differences	OPSTEMPO	Transition	Job attitudes	Organizational attraction	Turnover	Manpower utilization	Personnel selection	Values
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