
Chapter 3 – LITERATURE REVIEWS FOR SELECTED RECRUITMENT AND RETENTION TOPIC AREAS

3.1 TOPIC CHAPTERS

The topics were chosen by an Exploratory Team and represented those subject areas with the greatest influence on recruiting and retention. Each of the chapters contains a one page executive summary, a main body, a section that describes specific links to the recruiting and retention models, and a list of practical recommendations to improve recruiting and retention in that subject area. While the issues of R&R are complicated and multi-faceted, the topics focus on key influences of individual decisions and policies that affect individual choice.

The information gathered for each of the topic chapters came from research literature in that subject area. In addition, the research examined came almost entirely from journals or organizations that published material in English. Therefore, they were not complete reviews of the subject area, but are focussed on how individual topics were related to recruiting and retention. For instance, quality of life and levels of PERSTEMPO and OPSTEMPO have had a number of very specific consequences on service personnel. The goal of the literature review for this RTG was not to describe all those consequences, but to examine research that explained how these consequences affected or would affect recruitment and/or retention. Where there was little or no research that pertained to recruiting and retention in a military setting, literature was used from academic and business settings to theorize how it would apply in a military setting.

