Dr. Česnuitytė, Vida, Svajūnė Ungurytė-Ragauskienė, General Jonas Žemaitis Military Academy of Lithuania, Factors and Dynamics of Retention of Military Personnel In The Lithuanian Armed Forces..

Geopolitical tensions, particularly Russia's military invasion of Ukraine in 2022, have prompted many European countries to bolster their Armed Forces. This includes increasing military personnel numbers. The idea behind the research is that small countries like Lithuania have limited resources for recruiting new personnel; therefore, it is important to retain existing military personnel. However, the military service struggles to retain personnel due to its greedy nature. In the evolving world order featuring a transition towards individualisation, fragmentation and permanent change, the boundaries between the military and civilians are becoming blurred. In this context, the military profession takes on a new meaning and role in individuals' professional careers. It has become commonplace to leave the Armed Forces at a relatively young age with the intention of moving into a civilian profession. In other words, the military profession is competing with numerous other professions in today's labour market. The research aim is to explore how interrelation between motives to become a military professional predict a long-lasting stay in the armed forces, and what is dynamics of such interrelation. The research is based on the data of continuous quantitative surveys collected in Lithuania between 2020-2024, i.e. before and after military invasion into the Ukraine, and in the context of an increased external military threat to the country. The primary results reveal interrelation between non-material motives to become military professional and stay in the Armed Forces for long-lasting period. While material motives at the start, in the long run shorten stay in the Armed Forces. At the same, it is evident that trends change together with service duration, and over years. The research was performed under project Factors of attracting staff to professional military service in Lithuania: incentives, motives, potential candidates and a value proposition' (grant No.S-REP-25-5), funded from the Research Council of Lithuania.