

Piotr Rupa, MA

DOCTORAL DISSERTATION
TITLED "DETERMINING FACTORS OF STAFF SELECTION FOR
PROFESSIONAL MILITARY SERVICE IN GENERATION Z"

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ABSTRACT

The main scientific objective of the doctoral dissertation is to identify, analyse and diagnose determining factors of staff selection for professional military service in Generation Z, as well as to develop a model allowing forecasting of their interest in military service, affected by these factors. The planned objectives of the dissertation were implemented in a discussion divided into six chapters.

Chapter I, based on a literature review, explores the concepts of defining and understanding staff selection and its components, i.e., recruitment, selection and orientation. It also discusses the role of staff selection in the management and quality science, as well as presents phases and methods of staff selection as a component of human resources management.

In Chapter II, also of a theoretical and cognitive nature, terminological considerations are provided concerning such terms as generation, Generation Z, determining factors of staff selection. Further, it characterises Generation Z and their expectations for work and employers as compared to other generations. The next part of the chapter analyses determining factors of staff selection for organisations in the case of Generation Z in the context of arguments presented in Polish and foreign literature.

Chapter III describes and analyses staff selection for the Armed Forces of the Republic of Poland. Special attention is paid to current needs and reasons for increased recruitment by the Armed Forces of the Republic of Poland, and to procedures and conditions of enrolment for professional military service. Further, the chapter discusses health requirements for candidates, as well as eligibility criteria for military service. The chapter is closed with a summary and conclusions, including postulates, concerning selection of Generation Z candidates for the Armed Forces of the Republic of Poland.

Chapters IV and V are of empirical character. **Chapter IV** starts with presentation of research objectives, research problems, theses and hypotheses. Further, it describes research

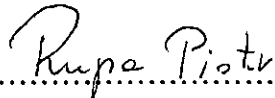
methods, including the course of the research, applied research tools, as well as sample selection and its characteristics. In verification of the analysed theses and hypotheses and in responding to the asked research questions, the following methods were applied: critical analysis of literature, diagnostic survey, document analysis and statistics. Quantitative and qualitative research was held on a randomly selected sample of 2234 representatives of Generation Z, using a questionnaire. The respondents came from two groups. The first group of 2084 were potential candidates *for* professional military service, i.e., persons obliged to report in 2019 to the Military Draft Office. The second group consisted of 150 cadets performing candidate military service.

The results of the empirical research are discussed in **Chapter V**. It presents the current interest in professional military service among candidates of the Generation Z, as well as the identified determining factors of staff selection for professional military service in this generation. The following part describes the interest of the respondents in the personnel corps and types of troops in professional military service. The respondents' expectations concerning recruitment, selection and orientation in professional military service are discussed, too. The confirmatory factor analysis allowed identification of the determining factors of staff selection for the professional military service in Generation Z.

Chapter VI presents conclusions of the theoretical and empirical research. The linear regression analysis allowed development of an original model to forecast the interest in professional military service among Generation Z, as affected by their expectations concerning work/service and employer and by satisfaction of those expectations. Further, it presents postulates and recommendations for the Armed Forces of the Republic of Poland concerning staff selection for professional military service among Generation Z, as well as suggestions for further research not covered by the present dissertation.

Conclusions of the dissertation summarise the theoretical, cognitive and empirical studies held. Appendices make also an integral part of the dissertations, as they present the research tool and the necessary listings of the literature studied, figures and tables.

Key words: staff selection, selection factors, recruitment, selection, orientation, professional military service, Generation Z.

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