

NATIONAL SECURITY PERSONNEL MANAGEMENT

- Case Study Land Forces in the Ministry of National Defense

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Abstract

The security environment is currently a very complex system in which the main roles are played by both great powers and states that have recently entered the world's attention, but also by non-state entities, such as terrorist organizations, increasingly active on the international security scene.

Economic development can only be achieved under the security of states, while security cannot be provided in good conditions, in the absence of economic resources to be used in this direction, resources that need to be redirected or used in order to maintain and / or improve the quality of life of people responsible for national security and defense. The quality of life determines the extent to which personnel remain in the defense system, how extensive personnel turnover is and how prepared the national defense is, all of which depend on the decisions of the administrative apparatus.

The main objective of the research is to determine why personnel responsible for national security are not motivated, many of them resign even before a year of employment. The research objectives are determined both by the actuality of the research theme and by the structure of the work, as well as by the complexity of the subject, namely the link between the budget, the quality of life of the personnel with responsibilities for defense and national security and the national security environment.

The study also indirectly shows how security management is achieved through public administration.

As research methods I used the opinion poll, study of documents and statistical data.

The conclusion at the end of my research will summarize the main aspects presented in my paper and highlight the most important ideas within my research. It will also set the future research directions of the theoretical aspects presented here.

Keywords: national security, public administration, quality of life, security policy, security personnel management.

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Introduction

The complexity of the security environment is noticeable both in its structure and in its pronounced dynamics, characterized by rapid and irreversible changes, even from day to day, with varied effects on human society. While some changes in the security environment are predictable, others are unpredictable, putting national security, or even global security, to the test. I chose this research topic for the purpose of composing this paper due to the importance of the quality of life of personnel working in the national security environment, as security forms the basis for the development and conduct of all human activities and is essential for the proper functioning of institutions, states, and regional and global organizations. On the other hand, the quality of life of personnel in the Romanian Army is influenced by the budget allocated for security, as well as by human activities, including economic activities, with security, budget, and economy being closely linked, a relationship I intend to study in this paper.

The paper aims to conduct an in-depth study of the chosen theme, namely *The Personnel Management responsible for national security*, and to explore the increasing links between public administration, the quality of life of personnel responsible for defense, as well as the economic and security environment. However, I do not claim to exhaust such a vast subject, thus the paper can serve as a starting point for further, more complex studies on the national security environment and the public authorities managing it.

The main objective of the research is to analyze personnel management under the impact generated by the budget allocated through public administration for defense and national security on the quality of life of personnel in the Romanian Army.

The secondary objectives pursued through this research include:

- analyzing the relationship between quality of life, public administration, and the national security environment;
- analyzing the impact of the budget on the quality of life of personnel responsible for defense and national security, as well as on the national security environment;
- analyzing the indirect influence of the quality of life of Romanian Army personnel on Romania's security environment as a state belonging to regional economic and political structures.

The working hypotheses for the research are as follows:

- The level of the financial situation of military personnel's families, as a dimension of their quality of life, decreases as the frequency of missions/exercises outside the residence garrisons increases;
- The period of time during which military personnel carry out missions/exercises outside the residence garrisons decreases their family's financial situation;
- The satisfaction level regarding the living conditions of military personnel increases with the increase in their rank and category of personnel;
- The gender category of personnel responsible for defense and national security influences the satisfaction level regarding working conditions;
- The satisfaction level regarding the living conditions of military personnel's families is strongly influenced by the budget allocated for defense and national security;

The research methodology is correlated with the research objectives and the bibliographic sources consulted. In the course of the paper, I will use various qualitative and quantitative research methods, such as case studies (the quality

of life of personnel within the Ministry of National Defense), and last but not least, opinion polls. **The opinion poll** was conducted by administering a questionnaire to a sample consisting of various categories of personnel within the Ministry of National Defense (civilian employees, professional soldiers, non-commissioned officers and officers), using electronic survey techniques (posting the questionnaire on social media groups composed of members with responsibilities for defense and national security).

1. National Organizations and their role in Security Management

National security, as envisioned in Article 1 of Law 51/1991 (Law on Romania's National Security), is defined as "the state of legality, balance, and social, economic, and political stability necessary for the existence and development of the Romanian national state as a sovereign, unique, independent, and indivisible state..."

In other words, national security represents a fundamental condition for the existence of the Romanian state and primarily concerns the safety of citizens, public security, and national defense. In the current context of our country's belonging to Euro-Atlantic security structures, as well as the globalization of security risks, national security is achieved within the framework of European and international security. The foundation of national security today lies in the security guarantees offered by the specialized structures of the European and Euro-Atlantic organizations to which we belong (NATO, EU), strategic partnership relations with the member countries of these organizations, and, last but not least, the constant adaptation of national defense capabilities to the requirements of the international security environment.

National security, as the basis of daily life, is achieved through various political, economic, social, legal, military measures, etc., which allow for "the identification, prevention, and elimination of internal or external threats that may harm the values provided in art. 1" (Law on national security no. 51/1991, art. 2).

All activities aimed at maintaining Romania's national security are coordinated by the Supreme Council for National Defense (CSAT), and the institutions with a role in national security, according to Law no. 51/1991 (art. 6), are: the Ministry of National Defense, the Ministry of Internal Affairs, the Ministry of Justice through specialized structures, the Romanian Intelligence Service (SRI), the Foreign Intelligence Service (SIE), and the Protection and Guard Service (S.P.P.). All these institutions practically oversee the maintenance of national security by anticipating risks, eliminating them, and managing potential crises that could affect Romania's security situation in any way.

Romania's security policy is reflected in the National Defense Strategy, a document drawn up over a five-year period by the National Security Department within the Presidential Administration and subject to approval by Parliament, which promotes the concept of extended security, i.e., ensuring national security in all areas of social and security life. This strategy is based on four values: the dignity of individuals, civic cohesion and affirmation of national identity, constitutional democracy and the rule of law, and the country's state and territorial integration.

As previously mentioned, the main institution with a role in national security is the Supreme Council for National Defense (CSAT), an entity subordinates to the Department of Defense of the National Administration. According to the description on the website of the Romanian Presidency, CSAT is "the autonomous administrative authority invested, according to the Constitution, with the unified organization and coordination of activities concerning the defense of the country and national security." CSAT's activity is subject to parliamentary control. The President of

Romania is the chairman of CSAT, the Prime Minister of the Government is the vice-chairman of CSAT, and the members are: the Minister of National Defense, the Minister of Foreign Affairs, the Minister of Justice, the Minister of Public Finance, the Director of SRI, the Director of SIE, the Chief of the General Staff, and the presidential adviser for national security. It is evident that these individuals are politically appointed, and thus CSAT is subject to political changes at the level of the Government and the Presidency.

The legally established attributions of CSAT are as follows: assessing the country's security situation based on information obtained from the competent institutions, determining how information regarding national security will be used, establishing directions of activity and approving measures to eliminate threats to national security, analyzing information and reports regarding the enforcement of the law in the field of national security, approving the operating regulations, structures, and staff of the following services with a role in national security: SRI, SIE, and SPP, and approving the expenses for implementing national security measures. CSAT operates based on its own regulations and an annual activity program, being convened by the President, usually quarterly and exceptionally whenever necessary, but also at the initiative of at least four of its members.

One of the most important institutions with a well-defined role in national security is the Ministry of National Defense, which leads the activity in the field of national defense of the Romanian state, according to the current legislation and the national security strategy for: "guaranteeing the sovereignty, independence, and unity of the state, the territorial integrity of the country, and constitutional democracy."²

The most important duties of the Ministry of National Defense (MoND) established by law are: drafting draft normative acts concerning the defense of the country, establishing the force structures to achieve the army's combat capability, training troops through specialized training of active and reserve personnel, concluding political-military cooperation treaties with the armies of other countries, managing information for defense and military security.

The role of the Romanian Army is paramount not only for national security but also for international security as a whole, with Romanian soldiers participating, by virtue of agreements with Euro-Atlantic structures to which we belong, in peacekeeping operations in areas with major security issues around the world, such as Angola, Kosovo, Iraq, and Afghanistan. In other words, Romanian soldiers have contributed a small part to consolidating global security. Of course, while in the past, wars for defending the country were land-based and relied on a significant number of soldiers, today the emphasis is on the professionalism of soldiers and on logistics suitable for contemporary realities.

Information is extremely useful in anticipating and neutralizing threats to the country's national security. Therefore, specialized services have been created to obtain such information, namely: SRI (specialized in managing information from within the country), SIE (specialized in obtaining information from outside the country), and SPP (which ensures the protection of Romanian and foreign dignitaries while they are present in our country since an attack on their lives represents a direct or indirect threat to national security; therefore, SPP is also specialized in obtaining information related to the personal safety of dignitaries). Furthermore, other bodies with a role in national security have their own services for obtaining information, such as the Ministry of National Defense and the Ministry of Internal Affairs.

² Ministry of National Defense (MoND), *Official Page*, available online at <https://www.mapn.ro/legislatie/index.php>, accessed on January 22, 2024;

In its activity, SRI relies on human intelligence sources (so-called "undercover agents"), open sources (including mass media and social networks), and technical sources (the famous interceptions talked about nationwide today, which SRI resorts to only after exhausting other means and methods of obtaining information and only under legal conditions respecting the guarantees offered by the Constitution). To fulfill its mission, given the asymmetric and global nature of threats to the security environment, SRI cooperates with intelligence services from other states regarding the exchange of data, methods, and best practices. This collaboration has gradually expanded so that currently, SRI has partnership relations with 119 intelligence services from 64 states.

Furthermore, SRI collaborates with security-profile structures within international organizations and bodies, such as: UN, OSCE, Interpol, etc.), as well as with the security departments and structures of NATO and the EU: NATO Security Office (NOS), NATO Information Unit (IU), NATO Emerging Security Challenges Division (ESCD), European Police Office (EUROPOL), Directorate-General for Security of the European Commission (DS), etc. SRI's activity is controlled by the Romanian Parliament through the Control Committee of the SRI's activity.

The Romanian state institution specialized in obtaining external information regarding Romania's national security is the Foreign Intelligence Service (SIE). It has a particularly important role, given that the main risks to the security of any country, especially European countries, are external in a world marked by terrorism and by rebel and radicalized groups promoting asymmetric conflicts.

The duties of SIE agents include collecting external information relevant to our country's security, early warning about external risks and threats directed against Romania, strategic assessment of the international security environment, and carrying out operations to defend and promote our country's interests abroad.

Foreign Intelligence Service (SIE) is part of Romania's National Security System, part of the National Intelligence Community (CSAT Decision no. 146/2005), and cooperates with all other intelligence structures in our country that have responsibilities in the field of national security, as well as with the foreign intelligence services of other states worldwide. SIE's activity is organized and coordinated by CSAT (Supreme Council for National Defense), just like the activity of other structures aimed at ensuring Romania's national security.

Within the Ministry of Justice, the National Administration of Penitentiaries operates, a system that contributes to maintaining national security by preventing crime and corruption, and ensuring the custody of persons deprived of liberty by a final and irrevocable decision. Penitentiary employees are included in the category of personnel with special status within the Ministry of Justice.

The Ministry of Internal Affairs (MAI) has responsibilities in the field of national security such as: ensuring compliance with the state border regime, carrying out activities to prevent and combat terrorism (one of the risk factors for national and international security, more active than ever at present), organized crime, illicit drug trafficking and consumption, human trafficking, illegal migration, cybercrime, and other phenomena related to crime (including cross-border crime, through collaboration with the police of other states). At the same time, through specialized structures, MAI establishes and uses the National Register of Foreigners and leads internal information and protection activities.

It should be noted that information activities concerning national security have a state secret character, and information in the field of national security can only be communicated according to the National Security Law to persons tasked with ensuring this security, and only information falling within their competence, namely: the President of the country,

the presidents of the parliamentary chambers, government members, prefects, the general mayor of the capital, county council presidents, and law enforcement authorities (if the information concerns the commission of offenses). In conditions other than legal ones, the disclosure of this information constitutes a crime, according to art. 303 of the New Criminal Code ("Disclosure of state secrets") and is punishable by imprisonment from 2 to 7 years and the prohibition of certain rights. The legislator has regulated this aspect because the disclosure of information from the field of national security to unauthorized persons constitutes a risk to the country's security, especially in the current international security environment affected by terrorism and asymmetric warfare.

As can be seen from the above, the activity of institutions with a role in national defense overlaps and complements each other, resulting in a national defense system whose main pillars are precisely these institutions. The activity of each of these pillars is reflected in the activity of the national defense system, which is obliged to constantly adapt to changes in subordinate institutions and to the international security environment.

2. Quality of Life - A vital factor for National Defense and Security

In a general sense, quality of life refers to the physical, mental, social, and economic well-being of an individual. The Institute for Research on Quality of Life (within the Romanian Academy) defines quality of life as: "the value that a person attributes to their life; how good or bad the life they live is, both in its entirety and in its particular components: health, family, profession and workplace, available financial resources, possessions, leisure time, social environment, friends and colleagues, and the society as a whole in which they live. Quality of life represents the overall, synthetic quality of all the conditions and spheres that compose life; the extent to which life produces satisfaction."³

According to the aforementioned source, the economy is the foundation of quality of life because it provides the financial resources needed by any individual, but quality of life is also influenced by the conditions offered by society, including: a rational political system oriented towards national interest, available jobs with adequate salaries, adequate social protection, and quality public services.

Quality of life is a factor that influences every individual, both in family and social contexts; consequently, this factor directly affects the quality of work performed, whether we're talking about public sector employees, primary sector employees, or those working in various other sectors. Therefore, quality of life largely contributes to national defense and security. It's evident that one cannot properly focus at work if their individual or family needs, aspects of quality of life, are not met. Quality of life is one of the factors that can generate the daily stress of an individual, including when they are at work. A person with low life satisfaction will have reduced performance at work, whereas someone very satisfied with their quality of life will have all the premises to concentrate properly and achieve high professional performance.

Individuals working in the field of national defense and security obviously need the same living resources as other categories of employees in the country. Moreover, since the defense and national security sector entails faster

³ Institute for Quality of Life, *ICCV Social Report 2017: The Social State of Romania. Quality of Life: Current Situation and Perspectives for the Year 2038*, Bucharest, 2017, available online at <http://www.iccv.ro/node/579>, accessed on January 14, 2024;

psychological wear and tear than other sectors, the quality of life of employees in these sectors is essential for national security, ensuring, among other things, the emotional balance necessary for carrying out their duties.

Aware of the fact that defense and national security are influenced by the quality of life of employees in these sectors, the Ministry of National Defense established, on June 15, 2009, a structure called the "Quality of Life Personnel Directorate," which reports to the State Secretary for Relations with Parliament, Public Information, and Improving the Quality of Life of Personnel. In order to carry out its activities under optimal conditions, the Quality of Life Personnel Directorate collaborates with other structures within the Ministry of National Defense, other public institutions responsible for the areas in which the Quality of Life Personnel Directorate has competence, and with associations of active military personnel, reservists, retirees, or war veterans.

The fields of activity of this structure within the Ministry of National Defense are:⁴

- quality of life of military personnel (salary, pensions, medical assistance, accommodation, food, work environment, recognition of professional merits, recreation and restoration of work capacity, issues concerning veterans from theaters of operations, family support, social dialogue, social issues);
- post-career assistance for military personnel in reserve and retirement;
- professional retraining of personnel;
- assistance for veterans, disabled individuals, and war widows/widowers from theaters of operations;
- providing technical secretariat support to the Central Committee for Social Issues and the Social Dialogue Committee of the Ministry of National Defense.

Although they do not have specifically constituted departments dedicated to personnel quality of life, the other ministries where individuals working in public safety and order (Ministry of Internal Affairs, Ministry of Foreign Affairs, Ministry of Justice) operate have developed fairly complex programs to support their own employees so that they are satisfied with their quality of life.

Quality of life is determined, among other things, by national security, because living in a politically, economically, and socially stable country is likely to improve the quality of life, whereas living in a country plagued by insecurity is more likely to decrease the quality of daily life. At the same time, however, national security, as part of a society, will largely be determined by the quality of life, as the mechanisms ensuring the security of any nation depend on the financial resources of that country. In poor countries with limited financial resources, it is understandable that both quality of life and national security are at a precarious level, often below the threshold that ensures the survival of individuals.

As a result, I believe that quality of life and national security policy are in a symbiotic relationship: the higher the level of security in a country, the higher the quality of life is likely to be, and vice versa, as decreasing quality of life will affect national security by increasing risks and dysfunctionality.

In each state, national security policy closely follows the quality of life, as the latter can generate risks and threats to security. In other words, quality of life represents a fundamental indicator confirming the performance and efficiency of the effort to protect a state's national security.

⁴ Directorate of Personnel Quality of Life, *Official Page*, available online at <http://www.mapn.ro/structuri/dcvp/>, accessed on January 18, 2024.

Ensuring security is a complex activity that involves responsibilities from several institutions of states and/or regional and international organizations, knowing that security, through its various domains, has a direct impact on human life. In other words, we are not just referring here to security from the perspective of external threats, but also to internal security, which is vulnerable to internal or external factors and within which there are numerous issues that require prevention and combat such as: human trafficking, crime, assaults on bodily integrity, deprivation of liberty, drug abuse, etc.

To ensure good security for their citizens, states must demonstrate "good governance," understood not only in the sense used by the World Bank (the use of political authority and exercise of control in society in relation to resource management to ensure economic and social development) but also in terms of ensuring security (under its various domains) for citizens. In this sense, the European Union applies the criterion of "good performance" in determining the amount of aid it offers, which is not dependent on the poor performance of leaders from certain member states, but on cooperation alternatives and solidarity within the organization. Of course, one of the factors of good governance is the involvement of civil society, an aspect that leaves much to be desired in our country, as well as in other Eastern European countries in particular.

For good governance and thus ensuring national security, it is necessary to respect the law, reduce corruption, and manage state budget revenues properly, these elements being capable of supporting good security or, conversely, constituting risks and vulnerabilities to national security. Certainly, transparency in the administration of public funds, correctness and responsibility in performing public functions should not be neglected, aspects that require significant improvement in our country, along with the efficiency and independence of justice and the fight against corruption. And last but not least, economic growth is needed, the only one capable of sustaining the nation's prosperity and thus national security in its various forms.

3. State's contribution to the Welfare of the Romanian Army Personnel

The Ministry of National Defense, through the Directorate for the Quality of Life of Personnel and other specialized structures, has developed several mechanisms aimed at improving the social conditions of military personnel and enhancing their quality of life.

Thus, under Law no. 80/1995 regarding the status of military personnel, soldiers are entitled to free equipment, food, medical assistance, medication, service housing, paid leave and sick leave, reductions or exemptions from income tax and rent, as well as free transportation documents for taking leave or in case of relocation from one garrison to another. Therefore, military employees, unlike other state employees, have a range of benefits provided by the state to improve their social conditions and implicitly enhance their quality of life. The same applies to other employees in public order and national security services (police officers, employees of the Romanian Intelligence Service, Foreign Intelligence Service, and prison staff).

Additionally, unlike civilian employees, military personnel have the right, in addition to annual leave, to extra leave and monetary compensation for unused annual leave.

Furthermore, the wives of soldiers who are transferred to another garrison due to service requirements and who were previously employed but had to quit their jobs due to relocation have the right to receive a monthly allowance until

they manage to find employment again. The same monthly allowance is granted to the wives of soldiers who, at the time of relocation, were registered as unemployed at the labor offices; the allowance can only be granted after they stop receiving unemployment benefits.

Soldiers or their descendants receive compensation for cases of disability or death resulting from military actions, accidents, disasters, or similar events occurring during military service or international peacekeeping missions in conflict zones or humanitarian missions.

Active-duty military personnel and their families also benefit, as a social protection measure, from facilities in using holiday homes, garrison hostels, and other recreational and sports facilities belonging to the Ministry of National Defense, with the expenses resulting from the application of these measures being covered by the Ministry of National Defense budget.

Similarly, as a social protection measure, family members of active military personnel receive free medical care and medication within the ministry's health network or other health networks, with expenses reimbursed by the Ministry of National Defense. The children of active-duty or reserve soldiers who died while on duty in the country or abroad as a result of military actions, accidents, disasters, or similar events have the right to a survivor's pension equal to the soldier's monthly salary at the time of death. Additionally, the spouse/sibling of the deceased can be employed within the Ministry of National Defense, and their children can be transferred from civilian high schools to military high schools/institutions that train non-commissioned officers or military craftsmen based on aptitude tests and academic performance.

After retirement/discharge from service, military personnel are entitled to military pensions, free medical care, free medication, and have facilities for accommodation in holiday homes, garrison hostels, recreational or sports facilities belonging to the Ministry of National Defense.

Although the Directorate for the Quality of Life of Personnel is a relatively new structure within the Ministry of National Defense, there have been mechanisms in the past to improve the social conditions of military personnel, in other words, to enhance their quality of life. In fact, most of the social protection measures listed above were also present in the legislation before 1989, so compared to people working in civilian state institutions, military personnel still benefit from sufficient measures aimed at improving their social conditions.

The army must be prepared at all times to counter any military threat to Romania's security, and the state must ensure that it provides everything necessary for this. For this reason, over 95% of the budget of the Ministry of National Defense comes from the state budget, with only a very small percentage from extrabudgetary financing. Under these conditions, it is more than evident that the state must ensure the welfare of the army, which represents the main pillar of national security. This can only be achieved, in the current international security environment and the various threats it poses, through a modern army capable of effectively responding to any military challenge, and such an army requires significant financial resources allocated primarily from the state budget, as mentioned earlier.

As a member state of the North Atlantic Treaty Organization (NATO), Romania is obliged to deploy military personnel in theaters of operations abroad. These military personnel must be properly trained, receive adequate pay during mission execution, and benefit from measures to recover their ability to work upon return from the mission, all of which can only be achieved through state financial contributions.

Additionally, military personnel benefit from numerous measures aimed at improving their social conditions, as mentioned in the previous chapter, and these measures are established by legislation and implemented by the executive, so the state is directly responsible for the quality of life of military personnel, a quality that reflects on their professional performance and ultimately on the welfare and professionalism of the Army.

These aspects concern all armies of the world because in all states, the funding of the military comes predominantly from the state budget and less from extrabudgetary sources (external loans, financial resources from the sale of goods and services, etc.). Of course, we refer to national armies, as paramilitary groups or extremist groups often have sources of funding other than the state budget.

4. Case Study: The Impact of Personnel Quality of Life on the Personnel Management within The Ministry of National Defense



4.1. Analysis Framework Regarding the Impact of Personnel Quality of Life on Personnel Management within The Ministry of National Defense

The chosen design was determined by the purpose and objectives of the present research, as well as by the working hypotheses I wanted to verify through a study that personally involves me. In this regard, I selected methods, techniques, and tools considered most appropriate to assist me in the current study. I believe the chosen design is the most suitable for assessing the impact of the budget on the quality of life of military personnel, and indirectly on security as well.

The theory underpinning this research is the instrumentalist theory, which suggests that military personnel hold a favorable opinion about the system and are willing to participate in missions/exercises both domestically and abroad if they also receive certain benefits besides improving their level of professional experience. Therefore, by applying the questionnaire, the aim is to analyze the impact of the budget managed by the public administration on various categories of personnel and identify the benefits that military personnel seek in terms of improving their standard of living and working conditions.

The main source of surveyed individuals consists of military personnel and civilian contract personnel from military units belonging to the Ministry of National Defense, units that carry out training to maintain and develop a high level of operational readiness in line with the existing staffing and equipment for participating in military actions in an integrated system, both domestically and abroad.

Military life and career are more than just a job. Soldiers serve the nation, which is why the military profession is one of vocation, of strong character, adhering to traditional values such as discipline and rigor. The place and role of military units as part of the Romanian Army are very important within the local public administration, but not only there. Thus, unit commanders are part of County Emergency Situations Committees, and military personnel intervene in emergency situations that exceed the capacity of the Emergency Inspectorates established at the county level.

Moreover, during the pandemic, military units supported local authorities in mitigating the effects of the pandemic caused by the SARS-CoV-2 virus, while also supporting the vaccination campaign. Additionally, military units participate in activities organized by the local public administration through military parades and ceremonies on national holidays. Furthermore, they organize various activities to establish connections with the local community (The Romania's National Day, The Army Day, The Romanian Army in schools, etc.). All services provided by this institution have been carried out at exceptionally high standards.

In comparison with other sectors of public administration, there are no significant dysfunctions; military institutions operate at optimum parameters, a fact demonstrated by the confidence shown by the public, including at the local level, as well as by the professionalism of our soldiers participating in international peacekeeping missions. They are appreciated and rewarded by foreign partners leading these missions in conflict zones around the world and in support of the population in these regions, some of the poorest in the contemporary world.

4.2. The research methodology

The research methodology is in line with the research objectives and the consulted bibliographic sources. In the development of the work, I used a variety of qualitative and quantitative research methods, such as case study (regarding the quality of life of personnel within the Ministry of National Defense) and, last but not least, opinion polling through the application of a questionnaire to military personnel. The opinion survey was conducted by administering a questionnaire to a sample of 100 individuals belonging to various categories of personnel within the Ministry of National Defense (civil servants, military personnel, soldiers, and professional sergeants) using electronic survey technique (posting the questionnaire on social media groups consisting of members responsible for defense and national security). For the analysis of the collected data, we used the SPSS version 22.

The main objective of the research is to analyze personnel management under the impact generated by the budget allocated through public administration for defense and national security on the quality of life of personnel in the Romanian Army.

The research hypotheses are as follows:

- **Hypothesis No. 1:** The level of financial situation of military personnel's families, as a dimension of their quality of life, decreases as the frequency of missions/exercises outside their garrisons increases.
- **Hypothesis No. 2:** The period of time during which military personnel carry out missions/exercises outside their garrisons reduces their family's financial situation.
- **Hypothesis No. 3:** The satisfaction level regarding the living conditions of military personnel increases with the increase in their rank and category of personnel they are assigned to.
- **Hypothesis No. 4:** The gender of personnel with responsibilities for defense and national security influences the level of satisfaction with working conditions.
- **Hypothesis No. 5:** The satisfaction level regarding the living conditions of military personnel's families is strongly influenced by the budget allocated for defense and national security.

4.3. Analysis and Interpretation of Relevant Data

Regarding the gender of the surveyed individuals, 83 are male, while the female gender is less represented with a count of 17, which accounts for 17 percent of the respondents. This percentage was expected since women are much less represented in this system compared to men.

Regarding the age of the respondents, 10% are aged between 18-25 years, 46% are aged between 26-35 years, 28% are aged between 36-45 years, 13% are aged between 46-55 years, and only 3% representing 3 respondents are over 55 years old. From this, we can interpret that the age of military personnel is relatively young, with the highest percentage of respondents aged between 26 and 35 years at 46%. It is also worth mentioning that the minimum age for enlistment in the military system is the age of majority.

When asked about their length of service in the military, 4% responded with less than 1 year, while the majority, representing 35%, reported having over 15 years of service. This indicates that most of them have extensive experience in the military, having served for a considerable period.

Regarding the personnel categories in the military system, I want to specify that the categorization of personnel in the army from lowest to highest is as follows: Civil Contractual Personnel (lowest level), Soldiers and Professional Sergeants, Military Masters and Non-commissioned Officers, and Officers (highest level). Thus, 4 respondents, representing the same percentage, are classified in Civil Contractual Personnel (C.C.P.) positions, which means they do not have the status of military personnel but rather work in the security and defense field. The highest percentage is represented by the category of Military Masters and Non-commissioned Officers (40%), followed by the Officers category with a percentage of 29%, and subsequently the Soldiers and Professional Sergeants (S.P.S.) category with a percentage of 27%. It is encouraging that among the 100 respondents, we have personnel from all categories.

Analyzing responses regarding housing situations, it was observed that only 41% live in their own homes, while 40% of respondents live on rent. Furthermore, 13% live with parents or in-laws, 3% in garrison dormitories, and 3% are beneficiaries of service housing or state housing. It is concerning that almost half of them live on rent, likely benefiting from a housing allowance of up to 50% of their gross salary based on Law 80/1995.

In an attempt to understand the connection between purchasing their own housing and loans taken out by respondents, analyzing responses, it was found that only 32% of respondents, representing almost a third of them, have not taken out any loans, while one respondent chose not to answer this question even though the questionnaire is anonymous. The percentages of those who have taken out loans are quite worrying, with 41% currently having one loan, 19% having two loans, and 7% having more than two loans at the time of the survey.

Analyzing responses regarding satisfaction with the living conditions of respondents' families, it was observed that generally they express little satisfaction (48%), with some of them (7%) even very satisfied. However, there is a significant percentage of 22% who are slightly satisfied, 22% very slightly satisfied, and 1% not satisfied at all.

Regarding the current allocation of 2% of GDP to the Ministry of National Defense budget, 43% of respondents disagreed that this fully meets the needs of personnel within this ministry. In addition to this percentage, 14% expressed complete disagreement, while 29% responded with Neither Agree nor Disagree. However, there is still a percentage of 13% who believe that the current allocation of 2% of GDP to the Ministry of National Defense budget fully meets the needs of personnel in this ministry, and one respondent completely agrees with this fact.

The level of satisfaction of personnel with the income obtained from the military unit where they work is quite unsatisfactory when considering that only 4% of respondents declared themselves to be very satisfied and 13% satisfied. In addition to these, 5% declared themselves not satisfied at all, 39% Very slightly satisfied, and another 39% Slightly satisfied. In my opinion, these percentages are quite worrying when we think about their quality of life, but also about the security of our country.

Referencing the frequency of national-level missions/exercises they have participated in outside the garrison in the last 3 years, it was observed that 44% of the surveyed individuals have frequently undertaken missions outside the garrison in the past three years, with a further 11% doing so very frequently. Additionally, respondents (23%) have executed only one such mission, while 18% stated that they have not participated in such missions, and 4 individuals chose not to provide details on this subject.

Seeking more detailed information on the duration that military personnel spent on these types of missions, it was found that in the last 12 months, 8% of respondents have spent more than 3 months outside the garrison on tasks/missions, 19% between 2 and 3 months, and 28% between 4 and 6 weeks. Additionally, there were 9 respondents who did not wish to provide details on this subject, while others reported undertaking such missions for shorter periods of less than a week (6 respondents), or periods ranging from 1-2 weeks (10 respondents) and 2-3 weeks (20 respondents). This indicates that military personnel often participate in missions/exercises outside the garrison for extended periods, sometimes exceeding 3 months within a 12-month period, as confirmed by 8 respondents representing 8.8% of those who participated in such activities.

Furthermore, it appears that the participation of soldiers in national-level missions/exercises complicates their family's financial situation, negatively affecting their quality of life. Thus, 12 respondents stated that participating in such missions greatly burdened their financial situation, while another 48 respondents claimed to have been significantly affected. 10% chose not to provide details on this subject or did not participate in such missions in the last 12 months. There are also 7 respondents who declared to have been affected to a very small extent and 23 to a small extent.

It is also worrying to note that soldiers are dissatisfied with the fact that the per diem they receive for participating in national-level missions/exercises does not substitute for the financial rights represented by the value of the unprovided meal allowance. Thus, 81% disagreed or strongly disagreed that this per diem compensates somewhat for the financial value of the unprovided meal allowance. Furthermore, it would not be able to substitute this value since the value of the unprovided meal allowance is 32 lei/day, while the per diem is only 23 lei/day, resulting in a significant discrepancy. Essentially, the longer soldiers are away on missions, the less money they will receive in their next month's salary, which reduces their motivation for such missions/exercises.

Analyzing respondents' answers regarding satisfaction with the working conditions in the military unit where the respondent works, it was observed that the predominant response is very slightly satisfied at 34%, followed by slightly satisfied at 29%. 10% of respondents declared themselves to be very satisfied, while, at the other end of the spectrum, 11% declared themselves to be not satisfied at all with these conditions. If we carefully analyze the generated table, we deduce that military personnel are not very satisfied with the working conditions, as 74% of them declared themselves to be below the satisfied level.

I also attempted to assess the level of trust accorded to various indicators, from which I deduced that military personnel have a high level of trust in the organization, the collective they belong to, their commanders, and their weapons.

However, it is worrying and disappointing that military personnel have a low level of trust in their equipment and combat technology. Overall, it emerged that military personnel have a moderate level of trust.

The departure of personnel from the system is a worrying loss for national security, considering that many of those who leave have impressive general and specialized military training, making it very difficult to successfully replace them with freshly hired personnel. 84% of respondents stated that they know people who have left the military system, with most stating that they know a number of people between 3 and 5. Moreover, there are respondents who claim to know between 11 and 15 people who have left this system (5 respondents representing 6% of those who gave a valid response), or even more than 15 people (8 respondents - 9.5% of respondents who gave a valid response).

Regarding the intention of decision-makers to leave the military system in favor of another job in the country or abroad, which may be more financially or professionally advantageous, the cumulative percentage of those who wish to leave this system is 35.5% (represented by 27 respondents), with 14.5% intending to leave abroad, while 21.1% seek a new job within the national territory. 49 respondents (almost 50% of the total number of respondents) stated that they do not intend to leave this system, while 24 respondents chose not to respond to this aspect. Another important aspect is that 10% of the total respondents wish to leave the system in the next 12 months, and 5% in the next 6 months. These results are worrying if the respective percentage were to be reported to the entire Romanian army. An additional 7% stated that they intend to leave the military system within the next 2-3 years, while 6% within the next 4-5 years.

I asked an open question to analyze the shortcomings with regard to working conditions, and the predominant response (33%) regarding the main aspect that should be improved was related to Armament, Equipment, and Combat Technology, indicating that the Romanian Army is still deficient in this regard. In second place, with 21%, was the response of respondents who believe that Administrative Spaces (offices, locker rooms, toilets, sports halls, armament rooms, etc.) should be improved.

Another open question was intended to analyze the shortcomings with regard to the rights granted to military personnel, and the predominant response (35%) regarding the main aspect that should be improved was related to Salary Increases, followed by responses mentioning Salary Increases and Increased Per Diem at 20%, and subsequently with 11% the response of increased per diem. Thus, we can easily observe the dissatisfaction of military personnel with their financial incomes.

4.4. Hypothesis Testing

In testing the hypotheses formulated earlier, I chose to analyze only the most representative tests for each hypothesis, which will show me whether the formulated hypotheses are confirmed or not.

- Hypothesis number 1. The level of the military personnel's family financial situation, as a dimension of their quality of life, decreases as the frequency of missions/exercises outside the garrisons of residence increases.

By testing this first hypothesis, I aim to see if there is a relationship between the family financial situation of military personnel, as a dimension of their quality of life, and the frequency of missions/exercises conducted outside the garrisons of residence. Through the method of associating these two variables, I will determine whether this relationship exists or not. I wanted to observe the frequency with which military personnel participated in such

missions/exercises outside the garrisons of residence and also to what extent these activities have affected their family's financial situation.

Thus, from Table 4.1, we can observe that 27 of the personnel who participated frequently in missions/exercises outside the garrisons of residence in the last 3 years considered that these activities significantly affected their family's financial situation. Those who participated very frequently were affected to a great extent and to a very great extent, represented by 11 respondents. In other words, we can observe that those who participated more frequently in such missions were significantly more affected financially.

Table no. 4.1. - Association Table for Hypothesis 1

Frequency of national-level missions/exercises participated in outside the garrison in the last 3 years. * If they participated in national-level missions/exercises, to what extent did these affect their family's financial situation? Crosstabulation

		In the case of participating in national-level missions/exercises, to what extent did these affect their family's financial situation?				Total
		To a very small extent	To a small extent	To a large extent	To a very large extent	
Frequency of national-level missions/exercises participated in outside the garrison in the last 3 years.	Never	2	2	4	1	9
	Once	3	8	10	2	23
	Often	2	12	27	3	44
	Very Often	0	0	5	6	11
Total		7	22	46	12	87

From the Chi-Square table below, we can observe that between the two variables, there is a statistically significant relationship because the Chi-Square value of 24.717 has a significance (Sig.) value of 0.003, which is less than 0.05, the critical threshold that indicates whether the hypothesis is confirmed or not. Therefore, we can say that there is a highly significant statistical relationship between the two variables, and the hypothesis is confirmed.

Table no. 4.2. - Chi-Square Tests for Hypothesis 1

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	24,717 ^a	9	,003
Likelihood Ratio	22,297	9	,008
Linear-by-Linear Association	10,127	1	,001
N of Valid Cases	87		

a. 10 cells (62,5%) have expected count less than 5. The minimum expected count is ,72.

The strength and direction of the relationship are analyzed through the Gamma coefficient. The value of Gamma, 0.460, indicates that we are dealing with a positive, moderate relationship because Gamma can take values between -1 and 1, so it is closer to 1. Therefore, we can affirm that for military personnel participating in missions/exercises outside the garrisons, their family's financial situation will become more difficult as the frequency of missions outside the garrisons increases. The significance of Gamma (Approx. Sig.) being 0.002, which is less than the critical threshold of 0.05, shows that there is a relationship between the two variables and once again confirms the hypothesis.

Table no. 4.3. - Symmetric Measures for Hypothesis 1

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Ordinal by Ordinal	Gamma	,460	,131	3,125	,002
	Spearman Correlation	,342	,105	3,359	,001 ^c
Interval by Interval	Pearson's R	,343	,105	3,368	,001 ^c
N of Valid Cases		100	87		

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

Given the significance of both Chi-Square and Gamma, we observe that there is a strong connection between the variables. Therefore, we can conclude that the frequency of missions/exercises conducted outside the garrisons reduces

the income of the participating personnel, thus affecting their quality of life. In other words, the more frequently military personnel participate in such missions or exercises, the worse off they will be financially and in terms of their quality of life.

- Hypothesis number 2: The period of time during which military personnel carry out missions/exercises outside their garrisons diminishes their level of family financial situation.

Table nr. 4.4. - Association Table for Hypothesis 2

The period of time cumulated in the last 12 months during which they performed tasks/missions outside the garrison. * If they participated in national level missions/exercises, to what extent did these missions/exercises make their family financial situation harder? Crosstabulation

		To what extent did these missions/exercises make their family financial situation harder if they participated in national-level missions/exercises?				Total
		To a very small extent	To a small extent	To a large extent	To a very large extent	
Cumulative time in the last 12 months during which they performed tasks/missions outside the garrison.	Less than 1 week	1	0	2	0	3
	1 - 2 weeks	1	4	4	0	9
	2 - 3 weeks	2	7	8	3	20
	4 - 6 weeks	1	7	15	3	26
	2 - 3 months	0	2	13	4	19
	More than 3 months	0	1	4	2	7
Total		5	21	46	12	84

We tested this hypothesis to determine if the duration of time during which respondents engage in tasks/missions outside their garrisons influences their family financial situation. Therefore, in Table No. 4.4, we can observe that those who participated for a longer period of time in such missions declared themselves to be much more affected financially. An example could be that out of the 19 participants in such missions/exercises over a period of 2 to 3 months, 13 were significantly affected financially, while 4 were very significantly affected.

Table no. 4.5. - Chi-Square Tests for Hypothesis 2

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16,548 ^a	15	,347
Likelihood Ratio	18,339	15	,245
Linear-by-Linear Association	9,612	1	,002
N of Valid Cases	84		

a. 19 cells (79,2%) have expected count less than 5. The minimum expected count is ,18.

The Chi-Square test from table no. 4.5 indicates that there is no statistically significant relationship between the two variables because the Chi-Square value of 16.548 has a significance level (Sig.) of 0.347, which is greater than 0.05, the critical threshold that indicates whether the hypothesis is confirmed or not. Therefore, there is no statistically significant relationship between the two variables, and the stated hypothesis is not confirmed.

Since the Chi-Square test did not confirm a statistically significant relationship between the two variables, we did not use the Gamma coefficient to measure association. Therefore, we can say that the period of time during which military personnel carry out missions/exercises outside their garrisons does not significantly influence the financial situation of the participating personnel.

If we correlate this with Hypothesis 1, we can say that it is not the duration of time spent by the military on missions/exercises conducted at the national level that influences their satisfaction with their financial situation, but rather the frequency of their participation in such activities.

- Hypothesis number 3: The satisfaction level regarding the living conditions of military personnel increases with the increase in the personnel category in which they are enlisted.

By testing hypothesis number 3, I aimed to analyze how the satisfaction level regarding the living conditions of military personnel, as a dimension of their quality of life, depends on the personnel category in which they are enlisted. Since both variables are ordinal, I used association analysis to test the hypothesis, and the strength and direction of the relationship were analyzed through the gamma coefficient.

Table no. 4.6. - Association Table for Hypothesis 3

The level of satisfaction regarding the living conditions of the family of the surveyed individual. * The demographic category of the surveyed individuals. Crosstabulation

		Personnel category of the surveyed persons.				Total
		civil contractual personnel (P.c.c.)	Professional soldiers (S.G.P.)	military masters / non-commissioned officers	Officers	
The degree of satisfaction with the living conditions of the family of the person surveyed.	Not at all satisfied	0	1	0	0	1
	Very little satisfied	2	16	3	1	22
	A little pleased	2	5	32	9	48
	Satisfied	0	3	4	15	22
	Very pleased	0	2	1	4	7
Total		4	27	40	29	100

As observed in Table No. 4.6, the dominant personnel category expressing little satisfaction is the Military Master/ non-commissioned officers category, with 32 respondents. On the other hand, in the top ranks of those satisfied and very satisfied, we find the Officers category with 15 respondents satisfied and 4 very satisfied. The Professional Soldier (S.G.P.) category dominates respondents who are very dissatisfied, and from this category, one respondent declared being not at all satisfied with their family's living standard. In other words, we observe that the most dissatisfied individuals are professional soldiers personnel, followed by military masters / non-commissioned officers, and civilian contract personnel.

Table no. 4.7. - Chi-Square Tests for Hypothesis 3

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	64,646 ^a	12	,000
Likelihood Ratio	61,763	12	,000
Linear-by-Linear Association	26,370	1	,000
N of Valid Cases	100		

a. 11 cells (55,0%) have expected count less than 5. The minimum expected count is ,04.

From the Chi-Square (Hi Square) table below, we can see that between the two variables we have a statistically significant relationship, because the Chi-Square value of 64.646, has the significance of Sig. of 0.000. We can thus say that between the two variables there is a highly significant statistical link and our hypothesis is confirmed.

Table nr. 4.8. - Symmetric Measures for Hypothesis 3

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Ordinal by Ordinal	Kendall's tau-b	,515	,081	6,166	,000
	Gamma	,672	,095	6,166	,000
	Spearman Correlation	,559	,087	6,667	,000 ^c
Interval by Interval	Pearson's R	,516	,087	5,965	,000 ^c
N of Valid Cases		100			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

We analyzed the strength and sign of the relationship using the association measurement coefficient "Gamma". The value of Gamma of 0.672 indicates that we are dealing with a positive, moderate relationship, because gamma can take values between -1 and 1, so it is closer to 1. Furthermore, the same interpretation gives us the value of Kendall's

coefficient tau-b which is 0.515. In both cases, the significance of the two values (Approx. Sig.) is still 0.000, so lower than the critical threshold of 0.05 and shows us that there is a significant relationship between the two variables, therefore once again confirming our hypothesis.

Considering the significance of Chi-Square and Gamma, we observe that there is a highly significant statistical relationship between the variables. We can therefore state that the lower the rank of the staff category they belong to, the less satisfied the staff will be with their family's living conditions, respectively the level of their quality of life. If he is promoted to a higher category, his satisfaction with living conditions will increase.

- Hypothesis number 4. The gender of personnel with responsibilities for defense and national security influences the level of satisfaction with working conditions.

Starting from this hypothesis, I wanted to analyze how the working conditions in military units satisfy the level of satisfaction of female military personnel at the expense of male personnel, and this is because, personally, I believe that women are still underserved in this system, and for these reasons their level of satisfaction should be higher than that of male staff.

Since we used a nominal and an ordinal variable, we used the association method to analyze the hypothesis, and the strength and sign of the relationship will be analyzed by the "lambda" association measurement coefficient.

As can be seen in table no. 4.9, the dominant category of personnel who stated that they are very satisfied with the working conditions is represented by 10 female respondents, while for male personnel 34 respondents responded with very unsatisfied and 0 very satisfied. 9 female persons also stated that they were satisfied with the working conditions, and their other answer options were not recorded.

Table no. 4.9. - Association Table for Hypothesis 4

The degree of satisfaction with the working conditions in the military unit in which the person surveyed works. * The sex of the people surveyed. Crosstabulation

		The sex of the people surveyed.		Total
		masculine	feminine	
The degree of satisfaction with the working conditions in the military unit in which the person surveyed works.	Not at all satisfied	11	0	11
	Very little satisfied	34	0	34
	A little pleased	29	0	29
	Satisfied	9	7	16
	Very pleased	0	10	10
Total		83	17	100

From the Chi-Square table below, we can see that there is a statistical association between the two variables. Chi-Square having a value of 72.094 has a significance of Sig. of 0.000, so it is less than 0.05 which is considered the critical threshold to consider a significant relationship. So, from this point of view, the hypothesis is confirmed.

Table no. 4.10. - Chi-Square Tests for Hypothesis 4

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	72,094 ^a	4	,000
Likelihood Ratio	69,247	4	,000
Linear-by-Linear Association	49,878	1	,000
N of Valid Cases	100		

a. 4 cells (40,0%) have expected count less than 5. The minimum expected count is 1,70.

Since we have a variable at the nominal level, "sex" and "satisfaction with working conditions" at the ordinal level, we used the association method to analyze the hypothesis, and the strength and sign of the relationship will be analyzed

by the association measurement coefficient,, lambda", coefficient that can take values between 0 and 1, the value 0 meaning no association between the two variables, while 1 means a perfect association.

The relationship between the two variables is an existing one, although we have a positive but weak relationship. The value of Lambda of 0.241 is closer to 0, which represents the minimum power, and the significance of Lambda of 0.001 attests the relationship confirmed by Chi-Square which shows us that there is a relationship between the two variables, so the hypothesis is confirmed.

Table no. 4.11. - Directional Measures for Hypothesis 4

			Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Nominal by Nominal	Lambda Symmetric		,241	,063	3,333	,001
		The degree of satisfaction with the working conditions in the military unit in which the person surveyed works.. Dependent	,152	,044	3,333	,001
		The sex of the people surveyed. Dependent	,588	,119	3,333	,001
	Goodman and Kruskal tau	The degree of satisfaction with the working conditions in the military unit in which the person surveyed works. Dependent	,140	,017		,000 ^c
		The sex of the people surveyed. Dependent	,721	,008		,000 ^c

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on chi-square approximation

So, after testing this hypothesis, we can say that there is a relationship between the two variables, thus the gender of the personnel influences the satisfaction with the working conditions within the military system. In other words, as the number of women working in the military system increases, so will the overall level of satisfaction with the working conditions within that system, because, in my personal opinion, women are still underserved in this system, and for these reasons and their level of satisfaction is higher than that of male staff and influences the general level of satisfaction.

- Hypothesis number 5. The degree of satisfaction with the living conditions of the family of military personnel is strongly influenced by the budget allocated for defense and national security.

By testing this hypothesis, I want to see if there is a relationship between the level of quality of life of military personnel and the budget allocated for defense and national security, and by the method of association of the two variables I will see if this relationship exists or not.

Table no. 4.12. - Association Table for Hypothesis 5

Does the 2% of GDP, currently allocated to the M.Ap.N. budget, fully satisfy the needs of the staff within this ministry? * Degree of satisfaction with the living conditions of the family of the person surveyed. Crosstabulation

		The degree of satisfaction with the living conditions of the family of the person surveyed.					Total
		Not at all satisfied	Very little satisfied	Slightly satisfied	Satisfied	Very satisfied	
Does the 2% of GDP, currently allocated to the M.Ap.N. budget, fully satisfy the needs of the staff within this ministry?	Totally disagree	0	7	6	1	0	14
	Disagreement	1	12	24	5	1	43
	Neither Agree / Neither Disagree	0	2	15	10	2	29
	agreement	0	1	3	5	4	13
	Totally agree	0	0	0	1	0	1
Total		1	22	48	22	7	100

Thus, we associated the satisfaction of personnel needs by allocating 2% of GDP to the M.Ap.N budget (variable for the M.Ap.N Budget) with the degree of satisfaction with the living conditions of the military personnel's family (primary variable for the quality of life staff).

From the Chi-Square table below, we can see that between the two variables we have a highly significant relationship from a statistical point of view, because the Chi-Square value of 37.117 has the significance of Sig. of 0.002, so it is less than 0.05, the critical threshold that shows us whether the hypothesis is confirmed or not. We can thus say that between the two variables there is a highly significant statistical link and the stated hypothesis is confirmed.

Table no. 4.13. - Chi-Square Tests for Hypothesis 5

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	37,117 ^a	16	,002
Likelihood Ratio	34,433	16	,005
Linear-by-Linear Association	24,750	1	,000
N of Valid Cases	100		

a. 17 cells (68,0%) have expected count less than 5. The minimum expected count is ,01.

In order to re-analyze the strength and sign of the relationship, I again used the measurement coefficient of the "Gamma" association. The Gamma value of 0.625 from table no. 4.14, indicates that we are dealing with a positive and moderate relationship, almost strong. The significance of Gamma (Approx. Sig.) is still 0.000, so less than the critical threshold of 0.05 and shows us that there is a highly significant relationship between the two variables, therefore confirming our hypothesis once again.

Table no. 4.14. - Symmetric Measures for Hypothesis 5

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Ordinal by Ordinal	Gamma	,625	,089	5,853	,000
	Spearman Correlation	,502	,079	5,745	,000 ^c
Interval by Interval	Pearson's R	,500	,076	5,715	,000 ^c
N of Valid Cases		100	100		

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.

So, after testing this hypothesis, we can say that there is a moderate to strong positive relationship between the two variables (the allocation of 2% of GDP to the M.Ap.N. budget and the living conditions of the staff), thus the standard of living of the staff The Romanian Army is strongly influenced by the budget allocated for defense and national security. In other words, if the budget allocated to the M.Ap.N increases, the standard of living of the personnel within the respective ministry will increase in the same direction, and if the allocated budget decreases, the standard of living of the personnel in the military system will also decrease .

Conclusions and Proposals

Following the interpretation of the data collected through the questionnaire, we came to the conclusion that four of the 5 hypotheses were confirmed (exception, hypothesis number 2), which proves that the quality of life of the Army personnel is indeed influenced by the budget allocated to this law enforcement sector public and national security, and this fact indirectly influences national security.

Thus, we demonstrated, during the research, that the frequency of missions/exercises carried out outside the residence garrisons decreases the incomes of the participating personnel, influencing the level of their quality of life. In contrast,

the length of time military personnel conduct missions/exercises outside their home garrisons does not significantly influence the level of family financial situation of the participating personnel. As a result, it is not the amount of time that the military spends in missions/exercises conducted at the national level that influences the degree of satisfaction with their financial situation, but the frequency with which they participate in such activities.

The research reveals the following fact: the lower the staff category they belong to, the less satisfied the staff will be with their family's living conditions, respectively the level of their quality of life. If he is promoted to a higher category, his satisfaction with living conditions will increase.

The results of the research show that satisfaction with the working conditions within the military system is influenced by the gender of the personnel, in the sense that women in the army declare themselves to be more satisfied with the working conditions, this is because, in my personal opinion, women are still managed in this system, and for these reasons their level of satisfaction is higher than that of male personnel, influencing the general level of satisfaction. In other words, as the number of women working in the military system increases, the general level of satisfaction will also increase satisfaction with the working conditions within that system.

Also, the research results demonstrate that the budget allocated for defense and national security strongly influences the quality of life of the Romanian Army personnel. As a result, if the budget allocated to NoND increases, in the same direction the quality of life of the personnel within the respective ministry will increase, and if the allocated budget decreases, the quality of life of the personnel of the military system will also decrease.

According to the research results, we concluded that the departure of soldiers from the military system in Romania can be determined by several aspects, which can vary depending on the situation and the individual context of each soldier, among which, the most important could be:

- Insufficient salaries and benefits: - many soldiers may leave the military system because of salaries and benefits considered too low or inadequate in relation to the responsibilities and risks associated with military service;
- Limited career prospects: - for some soldiers, the lack of prospects for advancement or career development within military institutions may be a reason to seek other opportunities outside the military;
- Working and living conditions: - working and living conditions in military establishments may be difficult or unsuitable for some military personnel, which may lead them to seek other career paths;
- Desire to avoid the risks and stress associated with military service: - some servicemen may wish to avoid the risks and stress associated with military service, such as missions in conflict zones or lack of personal and family stability;
- Alternative career options: - for some military personnel, there are more attractive opportunities outside the military sector, either in the private sector or in other government or non-government fields;
- Problems related to the management of human resources: - problems related to the management of human resources within military institutions, such as a lack of communication or support from the leadership, can contribute to the departure of military personnel from the system.

In conclusion, I believe that the national security environment is in constant change, the leaders of military organizations and government organizations trying to find optimal solutions for the vulnerabilities, risks and threats that appear in different fields, following the economic-financial crisis. However, the leaders of these organizations fail to fully satisfy the personnel in the military system, working conditions, outdated equipment, low wages and unfair financial disparities between personnel categories demotivate and force the military to leave the system for jobs at

home or abroad much better paid and above all, risk-free and without giving up some constitutional rights that military personnel give up while holding this status. Moreover, I personally believe that the effects of the recent crises (the economic-financial crisis, the Covid-19 pandemic, the conflict in Ukraine) are far from being overcome, because they can still cause major imbalances in the relations between states and regions, both in economically as well as geopolitically and geostrategically.

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