

## MEETING ABSTRACTS

# MEASURING WHAT MATTERS: EMPIRICAL INSIGHTS INTO PERCEIVED WORK CONDITIONS IN MILITARY SETTINGS

**Ladislav Kázmér**

Presenting author: Ladislav Kázmér (Ladislav.Kazmer@mo.gov.cz)

Czech Armed Forces Personnel Agency – Human Resources Expert Services Section, Vítězné náměstí 1500/5, 160 00, Prague, Czech Republic

A representative survey was conducted among personnel of the Czech Armed Forces to assess various aspects of perceived work and service conditions. A total of  $N = 762$  Career Military Personnel (CMP) participated, rating on a set of 18 items, each reflecting specific aspects of perceived conditions. The CMP sample was representative to 3 main rank categories: i) Enlisted personnel and Non-Commissioned Officers (44%); ii) Warrant Officers (32%); iii) Commissioned Officers (24%). Both Exploratory (EFA) and Confirmatory Factor Analysis (CFA) were employed to analyse the factor structure of the items.

The EFA revealed a 6-factor solution, indicating that perceptions cluster into the following domains: (1) Superior Leadership (perceptions of superior competence, their fair and task-related communication); (2) Unit Cohesion and Communication (peer relationships, and openness of dialogue within the unit); (3) Operational Resources (infrastructure, personal equipment, and armament); (4) Work–Life Balance (service time management, and availability of personal time); (5) Compensation and Stability (financial remuneration, and perceived social securities); and (6) Garrison Accessibility and Accommodation (proximity of duty station, and quality of accommodation). The CFA supported the goodness of fit of the 6-factor structure and demonstrated its configural equivalence across the 3 rank categories.

Given the empirical findings, the study provides a comprehensive understanding of the key domains shaping CMP's perceptions of work and service conditions within the Czech Armed Forces.

*Keywords: work conditions; military settings; representative survey; measurement theory*

