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MOTIVATIONAL ASPECTS OF COMPULSORY MILITARY SERVICE: A THEORETICAL ANALYSIS OF THE PROBLEM

The motivational aspects of compulsory military service in Ukraine have been analyzed in the context of its reform and adaptation to modern challenges. The study outlines the reasons behind the low motivation among young people to undergo conscript service, including the inconsistency of its format with modern realities, lack of material interest and the use of outdated methods of managing military personnel. Legislative changes aimed at transitioning to a contract-based recruitment system for the Armed Forces of Ukraine and the introduction of basic military service are examined. A comparative analysis of the experiences of European and Scandinavian countries regarding compulsory military service is carried out. Recommendations are offered to enhance conscript motivation, including a focus on professional training, the creation of favorable service conditions, and the provision of social guarantees for military personnel. The study identifies ways to overcome key factors that reduce young men's motivation to perform compulsory military service. The importance of eliminating demotivating factors and making young people aware of the importance of their contribution to the country's defence capabilities is emphasized.

Keywords: military duty, motivation for military service, conscript service.

Statement of the problem. Military duty and compulsory military service are concepts and phenomena that cause a lot of debates in Ukrainian society. In recent years, if not decades, the system of conscription and compulsory military service has not been adequate to the challenges and tasks faced by Ukrainian society today. These include plans for integration into the European community and accession to the Transatlantic Alliance (NATO), the need to enhance the combat readiness and effectiveness of security and defense forces in response to aggressive actions from neighboring countries toward Ukraine, and the necessity of changing approaches to manning military units and organizing their training against the backdrop of changes in the ideology of society and a clearer definition of external threats.

The Law of Ukraine "On Amendments to Certain Legislative Acts of Ukraine on Certain Issues of Military Service, Mobilization and Military Registration", which came into force on 18 May 2024, introduced global changes to the Law of Ukraine "On Military Duty and Military Service", which finally abolished conscription.

As a result, the Armed Forces of Ukraine (AFU) are switching to a contract-based recruitment system, and young people aged 18–25 must now undergo basic military training (BMT) or basic military service (BMS) [1].

Basic military training, which will begin in September 2025, will be conducted during studies at institutions of higher education. It is included in the educational programs and curricula of higher education institutions of all forms of ownership as a separate discipline and consists of theoretical training worth three ECTS credits and practical training worth seven ECTS credits [2].

Basic military service, in turn, will replace conscript service as a form of compulsory military service and will be available to those who are not enrolled in a higher education institution. In peacetime, the duration of BMS will be up to 5 months, and during martial law – up to 3 months [3].

Men are required to undergo either BMT or BMS, unless they have legal grounds not to serve. Women may also obtain a military occupational specialty by choosing one of the above-mentioned

options, but participation is voluntary for them [2, 3].

Since the regulatory framework provides only a brief overview of the mechanisms for implementing basic military service, namely, the conscription age, duration of service, and conditions for dividing it into basic military training and specialized training (as in the case of conscript service), we can assume that the Statutes of the Armed Forces of Ukraine, along with other regulatory documents that governed relations among service members during conscript service, will serve as the foundation for regulating interpersonal dynamics within the military. Currently, there are no regulatory documents or state programs aimed at improving the system of motivation for military service or those that would articulate the significance of compulsory military service for the state. This raises concerns that the government may not fully understand the issues caused by the previous conscription system. Moreover, unless the approach to forming the relationship between the state and conscripted service members is fundamentally changed, there is a real risk of creating a "Conscript Service 2.0", a system that merely replicates the flaws of its predecessor.

Analysis of recent research and publications.

Ukrainian legislation defines the following objectives of compulsory military service.

1. Formation of a military reserve consisting of individuals (reservists) who have undergone training, acquired military specialties, and are in the reserve. These individuals can be mobilized, if necessary, to support Ukraine's Defense Forces, including the Armed Forces of Ukraine, the National Guard of Ukraine (NGU), the State Border Guard Service of Ukraine, and the State Special Transport Service [4].

2. Strengthening the capabilities of the Defense Forces, i.e., during their period of service, conscripts are an integrated component of the Defense Forces and, within the limits defined by Ukrainian legislation, may be involved in performing standard tasks within military units, as regulated by the normative legal framework [3].

3. A tool for attracting potential contract service members to the ranks of the Security and Defense Forces. Some conscripts, having experienced military life firsthand, choose to continue their service by signing a contract or opt for a more challenging and long-term professional career path as a sergeant or officer.

Men eligible for conscription into compulsory military service included Ukrainian male citizens deemed fit for service based on their health status, who had turned 18 years old by the time of deployment to military units, as well as older individuals who had not yet reached the age of 27 and did not qualify for exemption or deferral from conscript service. Recent legislative changes have lowered the upper age limit for citizens eligible for compulsory military service to 25 years [3].

An analysis of scientific psychological literature shows that motivation is one of the most complex and least studied phenomena of the human psyche. In military psychology, motivation is used in two main senses: first, as a system of factors that determine behavior (including needs, motives, goals, intentions, aspirations, etc.); and second, as a characteristic of the process that stimulates and maintains behavioral activity at a certain level. Researchers emphasize the leading role of the motivational sphere of personality in professional activity. At the same time, authors agree that the formation of a young soldier's personality is a complex, holistic process influenced by a combination of numerous social, psychological, and pedagogical factors that require both theoretical reflection and empirical investigation. Modern psychology recognizes as an axiom the crucial role of motivation in the process of human adaptation to specific activities. The stronger a person's desire and effort to become an active participant in a particular kind of activity, the more effective and successful their adaptation will be, and the faster and more intensely the necessary skills and competencies will develop [18, 19, 20].

The purpose of the article is to analyze the negative aspects of the organization of daily and service-combat activities of compulsory military service that negatively affected the motivation of conscripts and servicemen to participate in a large-scale military invasion of Ukraine by the Russian Federation. Based on this analysis, the article aims to identify ways to overcome the key factors that reduce young men's motivation to undergo compulsory military service.

Summary of the main material. Compulsory military service has not disappeared as a separate type of military service, but has been reformed and modified. The presence of compulsory military service offers several advantages for the state, particularly in the context of ongoing active hostilities and the heightened threat of military

aggression from neighboring countries in the future:

- formation of reserves to reinforce active units of the Security and Defense Forces both now and in the future, whether in the event of peace agreements, political tensions with other countries, increased military threats, or the need to defend Ukraine against armed aggression, as occurred in 2014 and 2022;

- bringing young people closer to state authorities by involving them in performing state functions during their time in military service;

- influence on minds of young people by the state to form their understanding of the importance and significance of the national defense sector, raising awareness among conscripts about the values and traditions of the Ukrainian military and the Ukrainian state as a whole. This helps foster their self-identification as an integral part of Ukrainian society and reinforces the idea that a nation that has fought for nearly a millennium for its independence and sovereignty, and continues to do so, cannot afford to be weak, either physically or spiritually;

- providing military units with the opportunity to conduct recruitment campaigns among conscripts to encourage them to join the armed forces on a contract basis.

Given the advantages mentioned above and the experience of compulsory military service in the Baltic and Scandinavian countries [5], the higher political and military leadership of the state should consider and take into account all the negative aspects of conscript service with the aim of transforming compulsory military service into a truly effective interaction between the state and its citizens.

Before the full-scale military invasion of Ukraine by Russian forces, conscript service had a number of characteristics that did not contribute to the motivation of conscripts and servicemen, namely:

- 1) after the final service record after completion of service and the military ID of a reservist ceased to be a significant factor in the Ukrainian labor market, and even more so abroad, the value of conscript service diminished significantly for those who had no intention of working or serving in specific state agencies (structures), particularly in the units of The Security and Defense Forces, the Ministry of Internal Affairs of Ukraine, the Security Service of Ukraine and others;

- 2) it fostered numerous corruption schemes related to registration, medical examinations, assignment to specific military units, provisions of food and supplies, and other aspects of military service;

- 3) there was a prevalent attitude among military leadership personnel towards conscripts, treating them as individuals fulfilling a duty, accompanied by degrading "army" traditions. This often led to the development of psychological disorders in conscripted service members and conflicts between subordinates and officers;

- 4) among state and military officials, it was common to justify the necessity of compulsory military service as a duty for all young men to fulfill an often unclear "debt" to the Homeland, rather than focusing on acquiring a military specialty and strengthening the country's defense capabilities;

- 5) often, the military service did not provide adequate military training, which led to doubts among servicemen about the value of spending their time in the military, especially when the service failed to develop the necessary physical, moral, and professional qualities for a soldier.

As a result of the aforementioned characteristics, conscript service had low motivation among young people to undergo it.

The practice of compulsory military service in European and Scandinavian countries [6, 7] demonstrates that if each conscript understands (even partially) their importance to the military and receives certain benefits from the state, which, in turn, prepares a defender for relatively low costs, one who will not later claim to have never held a rifle or had any understanding of military affairs, the state of the military will significantly improve.

However, the approaches in our country to building relationships between the state and servicemen called up for compulsory military service are still in a transitional phase (already for 14 years). With the changes that took place in legislation regarding compulsory military service in 2024, it would be beneficial to qualitatively change the approaches to building relationships between servicemen to be less authoritarian and more understandable to the general public.

The command of military formations in Ukraine has already moved away from the approaches that were used in the Soviet Union, where the foundation was based on patriotism (in the sense of self-sacrifice for the state, without expecting anything in return) and Soviet ideology. This is largely

reflected in the text of the military oath from 1947 to 1992: *"I swear to diligently study military affairs, to safeguard military and national property, and to be faithful to my people, my soviet Homeland, and the soviet government to the last breath"*, and in Article 3 of the disciplinary statute of the soviet armed forces: *"Military discipline obliges every serviceman to endure all hardships and deprivations of military service, to spare neither his blood nor his life in the performance of his military duty"* [8]. These "postulates" were often abused to "motivate" individuals to perform tasks, which were either not directly related to serving the homeland or required extraordinary efforts, often with fatal consequences. This was frequently associated with the aggressive foreign policy of the country in conditions of limited intellectual development of officials and their inhumane attitude toward their own people. The same applies to the preparation [the tasks set for soviet servicemen in Afghanistan (1979–1989) were not supported by proper training] [9]. The lack of proper planning and the failure to perceive the actual state of affairs in the military led to significant personnel losses during the wars in Chechnya (1994–1996, 1999–2000) by russian federation troops (the successor of the soviet union's foreign policy) [10].

Although approaches have changed, some traditions and methods of influencing subordinates have partially remained.

The inability to meet soldiers' needs in terms of financial support, frequent involvement of military personnel in household chores, cases of conscription with violations of human dignity and societal morality, and the attitude towards conscripts as people with limited rights and freedoms create feelings of frustration (a discrepancy between reality and expectations) and provoke disinterest (demotivation) among servicemen in improving their skills. This manifests in their subsequent activities through complete disregard for duties: maintenance of equipment, combat training, performing combat service duties, and executing combat tasks. As a result, such negligence negatively impacts the combat readiness of each individual military unit, and, on a larger scale, affects the entire defence sector of the country.

Although most military units where conscript service was conducted have managed to overcome the traditional soviet "diedovshchina" (abusive seniority system), rituals like "breaking in" from

"slon (elephant)" to "cherpak (scoop)" or "died (grandfathers)" still remain in certain number of military units. Additionally, many conscripts and even officers traditionally referred to discharge as "demobilization" or "diembiel" (a colloquial term for discharge), despite these contradicting current legal norms.

One of the main motives for any military professional is self-improvement for the protection of the state and society. For many servicemen serving under contract, their motivation is to maintain their service positions, secure financial support, and pursue professional growth and career advancement. However, the primary motivation for conscript servicemen, both in the past and today, according to the author, is to minimize their personal activity to the fullest.

This situation has created a certain demotivating cycle. While the state should demonstrate its interest in shaping professional soldiers and take care of their physical and psychological well-being, the methods of influence on conscript soldiers from the commissioned officers of units and military formations have often included the following.

1. Elements of moral humiliation.
2. Diminishing or devaluing the importance of the serviceman.
3. Intimidation by imposing disciplinary sanctions or criminal prosecution.
4. Threats to the serviceman to receive a negative service report before discharge, which leads to a hostile attitude towards the commanding staff and the institution of conscription in general. This creates conflicts and reduces the commitment of both conscripts and officers and contract sergeants to perform their duties. For the latter, this process often occurs due to the inability to offer more than military uniforms, three meals a day, relatively warm sleeping quarters, permission to leave the unit no more than once a week, 10 days of leave throughout the entire service period, and a salary of 700 UAH (since 2022, conscripts' salary was increased to 6,000 UAH).

The skills that conscript soldiers acquired varied depending on the tasks and the specifics of the military units and branches. For example, National Guard soldiers learned to patrol city streets, ensure public order during mass events, manage access to important state-owned enterprises, and protect their internal perimeters. They also escorted defendants and prisoners during court hearings and transfers between courts, cities

and prisons. Additionally, they performed basic maintenance tasks such as cleaning internal and external territories, clear the parade ground of snow and lay it out in squares. This was perhaps one of the few military formations in the Security and Defence Forces where conscripts performed truly responsible and state-demanded tasks. However, even here, there was often a "battle" with grass manually on controlled border areas, painting, sweeping, washing, and other household tasks. Despite this, the professional skills acquired by ex-conscripts in the National Guard (NGU) are of limited use in full-scale military confrontations with the Russian Federation's armed forces. In other words, skills such as escorting prisoners and managing access control within mechanized brigades were not in high demand. Furthermore, the system of recruitment based on professional skills from reserves has not yet been fully developed in Ukraine. Also, there are many military units where conscripts only performed internal service duties, such as guarding checkpoints, military warehouses, and storage rooms for weapons, as well as general cleaning tasks throughout their entire service period. This limited the development of broader military skills and did not prepare them for the types of combat roles that are critical during major military operations.

The existing contradictions between the overall quality of basic military and professional training for conscripts and the external threats faced by Ukraine since 2014, as well as the mismatch between the skills conscripts acquire during their service and the skills actually needed during military campaigns, contribute to a negative perception of compulsory military service among young people. Furthermore, the dismissive attitude towards conscripts by command personnel, and the subsequent view of discharged conscripts towards the state as the main and sole beneficiary of this type of service, exacerbate this problem.

These contradictions generally lead to a negative attitude among the youth towards the prospects of compulsory military service.

By addressing the issue of conscription through the lens of motivation, the government may be encouraged to make significant changes in how it communicates with young people about fulfilling their military duty.

To optimize motivation for serving in the military, it is suggested to consider aspects of military life that demotivate conscripts and propose

alternatives. In other words, it is crucial to identify those aspects of daily and combat-related military activities that should be eliminated from the service of soldiers, especially those training for military specialties, and any other service members.

Considering the core tasks and specifics of military service, the author of the article aligns with the definition of "motivation" offered by Ukrainian scientist M. A. Kuznetsov. According to him, motivation is a set of psychological formations and processes that prompt behavior, direct it toward vital life conditions and objects, determine biases, selectivity, and goal orientation of mental reflection, thereby regulating activity. Motivation defines the purpose of why a person does something, and it involves the presence of long-term goals that justify specific actions [11].

In other words, a motivated serviceman, from my own experience and from the analysis of scientific sources, is a person who has a strong internal motivation and commitment to serve in the army and to his people, his homeland. This is a person who feels called to defend their country or perform their duties in the military with great enthusiasm and readiness. Such servicemen and women usually show a high level of commitment, discipline and courage in the performance of their duties, i.e., as we can see, nothing to do with service and maintenance professions.

Let's consider the outlined factors and immediately offer ways to optimize them.

"To repay the debt to the Motherland". This phrase was relevant before the full-scale war with the Russian Federation. For many families, especially mothers who raise their sons alone, it is unclear where this debt to the state comes from, especially when all services in the country are provided on a commercial basis, and even "free" healthcare and secondary education require significant investments. According to data from 2021, 118,643 families received assistance for children from single mothers. It remains to be seen how many such families there will be after the end of active hostilities in Ukraine.

Such an approach, along with many other negative phenomena in our Armed Forces, is a legacy of the Soviet Union. In democratic societies, the relationship between the state (government) and citizens is based on the principles of mutual respect, responsibility, and reciprocal obligations, where every citizen is a part of the state, and the government represents the people, acting in the

interests of both the citizens and the state as an institution.

Totalitarian, authoritarian, and other undemocratic regimes place the interests of the state and the ruling elite (party, family, or clan) above the interests of each individual citizen. As a result, a person born into such a society becomes a debtor and remains one for his or her entire life, as it is easier to justify one's often inhumane actions, the lack of consistent economic development, and the failure to raise living standards. Additionally, the imposition of this "debt" makes a person dependent and more submissive, which is why this paradigm consciously or unconsciously promotes a mentality akin to slavery psychology [12].

In this case, there is only one solution: to stop using abstract and unclear terms that most people do not understand, and to genuinely create a system of compulsory service on terms that benefit both parties. The state would gain the opportunity to prepare its citizens for potential combat operations, while citizens, in return, would receive certain benefits and privileges for the period during which they are not focused on their career, education, or personal life.

Waste of time. "A soldier without work is a potential criminal", "Start digging here, and I'll go to find out where it's needed", "We dig from here until lunch". Such expressions did not come from nowhere, they have a strong foundation.

Labor duties, an excessive focus on cleanliness and order on the military unit's territory and on objects it controls, serving shifts in the canteen, and cleaning the officers' rooms in the company, battalion, or military unit, as well as the waste of time in drill training, do not inspire enthusiasm in future generations of potential conscripts. The author of the article has repeatedly encountered the need to perform and organize various labor-related tasks during service.

A potential defender of the Homeland should not be a professional janitor or handyman, spending a quarter (if not more) of their service in the army not on military duty and combat training, but sweeping trash, raking leaves, shoveling snow, performing minor repairs, etc. Even if it is economically unjustified, these tasks do not contribute to raising morale, patriotic spirit, or motivation to acquire professional military skills. Where it is possible to replace a soldier and not engage them in such tasks, or to reduce the demands for the quality of internal housekeeping duties, this should be done [13, 14].

Attitude toward conscripts from the military system. "If you keep telling a person that he or she is a pig, eventually he/she'll start grunting" (Folk saying). As previously mentioned, conscription often provokes internal conflicts between commanding officers and subordinate military personnel. Enlisted personnel are dissatisfied with non-military tasks and the excessively high expectations for their outcomes, while officers and sergeants, in turn, often resort to threats, such as denying leave from the military unit, vacation time, imposing disciplinary (or other types of) penalties, or issuing negative service evaluations upon completion of mandatory military service. And with such mutual antipathy towards each other, the service goes on.

In 2020, respondents to a study prepared by the analytical department of the NGO "Come Back Alive!" often described situations where the army, represented by commanders, military units, doctors, etc., treated them indifferently [15].

A sense of personal significance is essential for an individual to determine their future professional path and to maintain proper engagement in their current professional tasks [16]. Those who perceive military service as something separate from the national labor market are living in a nonexistent reality that ended on August 24, 1991.

Since Ukraine aims to transition to a military force composed exclusively of contract service members, any form of compulsory military service must regard conscripts as potential candidates for contractual units. One of the key factors in attracting them should be helping these potential defenders understand their value and importance to the state. This does not imply the creation of indulgent conditions or catering to the laziness or whims of individuals. Rather, it is essential to identify which personal qualities and professional skills must be nurtured or developed in a soldier to ensure they meet the modern requirements of a professional army.

Disengaged employees are detrimental to any organization because they set a negative example, and over time, more and more colleagues begin to adopt their views, which ultimately reduces overall efficiency [17]. And among the main demotivators to professional activity are: ignoring rationalization proposals and initiatives, lack of recognition and praise from the leader, and unconstructive criticism. In this regard, neglecting to show respect for subordinates in professional activities leads to

bad manners, but not an opportunity to make it clear who is in charge.

Relevance of the curriculum to the specialties in demand in the army. Training should be the top priority in units where servicemen acquire their initial military skills and occupational specialties. The mobilization of 2022–2025 demonstrated that those who had previously completed conscription service adapted more quickly to military life and had at least a basic familiarity with firearms and military equipment. Unfortunately, it is impossible to speak confidently about the basic military skills currently required on the front lines of combat.

Every serviceman must undergo basic military training and acquire the fundamental skills of an infantry soldier, learn everything currently taught at training centers of the National Guard of Ukraine (NGU), the Armed Forces of Ukraine (AFU), and Territorial Defense. After that, they should develop more specialized skills depending on the specific nature of their military unit and the challenges faced by society. This task is a challenging one for the state, as its implementation requires each military unit to have access to proper training grounds, material and technical facilities, and, most importantly, experienced and motivated instructors.

Living conditions, logistics, and training facilities. Despite widespread discussions about Ukraine's Euro-integration and alignment with NATO standards, the reality in many military units is quite different. There is often no spare set of uniforms, no adequate rest facilities for servicemen due to large, poorly ventilated barracks that lack air conditioning. The availability of training weapons, combat simulation modules, UAV systems, as well as basic essentials such as tourniquets, smoke grenades, blanks, and other small but critical items is extremely limited. In most cases, instructors either buy or source these supplies themselves, or there are simply none available.

As previously noted, motivation is a complex concept. Therefore, the process of forming and sustaining motivation in military personnel requires a comprehensive set of actions and measures from both the state and military leadership. These efforts must aim to cultivate a conscious understanding among service members of the need to be in conditions of strict discipline and accept certain limitations of civil rights during specific periods of military service. This process must be mutual, as the state needs defenders, and the defender must be willing to protect the state,

otherwise, the state may lose a military campaign due to the low motivation of its citizens to take up arms.

The analysis of demotivating factors in conscripted military service and ways to reduce them, as presented in this article, largely corresponds to the findings of a study conducted and prepared by the analytical department of the NGO "Come Back Alive" as part of the Think Tank Development Initiative for Ukraine. This initiative was implemented by the International Renaissance Foundation in partnership with the Open Society Initiative for Europe (OSIFE) and with financial support from the Swedish Embassy in Ukraine in 2020. In that study, the respondents were contracted military personnel [15]. This confirms the existence of problems, often on an even larger scale, that affect not only conscripted but also professional military service, pointing to a certain rigidity of the system in adapting to change and addressing the challenges posed by today's internal and external security landscape.

Motivation plays a crucial role in the functioning of the Security and Defence Sector. In case of proper interaction between the state and society, people motivated to defend their homeland, whether in the army or on the home front, can partially compensate for the lack of weapons, equipment and limited financial capacity of the state, as it was in 2022. However, motivation to defend the country and serve in the army is not solely about patriotism, constitutional duty, or adequate financial compensation. In this context, motivation means a conscious willingness to give up the comforts of everyday life, limit contact with family, and put their lives in danger. Even in peacetime, the goal of mandatory military service must be to prepare young people for potential combat situations, where the acquisition of military skills by conscripts is the unquestionable top priority, rather than their involvement in tasks unrelated to the art of warfare. At the same time, every official involved in this process must understand that those who are discharged into the reserve of the Armed Forces of Ukraine after completing basic military service (BMS) and basic military training (BMT) are the future defenders of the nation. Therefore, both the trainees and the commanders (supervisors), instructors, and other responsible personnel must be evaluated, as they bear responsibility for the organization and implementation of BMS or BMT. In matters of national security, the responsibility of the officials

representing the state is even greater than that of those receiving military training.

Currently, there is no established practice in our country for evaluating the day-to-day activities of military units based on objective criteria, collecting feedback from service members discharged from the Armed Forces of Ukraine, monitoring young men's motivation to undergo mandatory military service, or assessing the alignment between their expectations and the actual situation. For the academic community, both military and civilian, this opens up opportunities to contribute to strengthening the feedback system and to assess the motivational readiness of pre-conscripts, conscripts, and active-duty soldiers [3] for mandatory military service. This can be achieved through the development and implementation of relevant questionnaires, surveys, and analytical methods.

Conclusions

At the current stage, mandatory military service faces a number of fundamental limitations in terms of service member motivation, including:

- insufficient financial compensation, lack of modern living conditions and limited training and logistical infrastructure;
- the use of morally degrading methods, excessive disciplinary measures and inadequate performance evaluations creates a negative atmosphere within units;
- a mismatch between the general military training program and the current demands of modern combat environments limits service members' ability to apply acquired experience effectively in future engagements;
- the presence of tasks that are not related to the specifics of the service and do not contribute to professional development, as well as the traditional management system based on authoritarian methods, lead to a demotivating environment.

The analysis of the negative aspects of traditional mandatory military service reveals a range of organizational, psychological, and material factors that decrease young people's motivation to undergo compulsory service. The transition to a system of basic military service (BMS) and basic military training (BMT), integrated into modern educational programs and accompanied by comprehensive support measures for service members, is a crucial step toward modernizing the armed forces. Increasing motivation to serve is possible when favorable

conditions are created for both the development of professional military skills and the formation of positive relationships between the state and its citizens. Thus, optimization of the system of compulsory military service should be based on an integrated approach that takes into account both current challenges and positive experience of other countries.

Identified ways to reduce social tension and increase youth motivation to join compulsory military service should focus on: forming a clear and understandable goal for society regarding why young people are being engaged in military service; creating conditions within Ukraine's security and defence sector units where each serviceman understands and feels their value and importance to the state and acquires skills directly relevant to military duties; developing and implementing training programs that address today's military challenges, both in content and in the quality of material and technical support.

Future research should focus on the empirical study of the sources of citizens' motivation for compulsory military service.

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МОТИВАЦІЙНІ АСПЕКТИ ОБОВ'ЯЗКОВОЇ ВІЙСЬКОВОЇ СЛУЖБИ: ТЕОРЕТИЧНИЙ АНАЛІЗ ПРОБЛЕМИ

Проаналізовано мотиваційні аспекти обов'язкової військової служби в Україні в контексті її реформування та адаптації до сучасних викликів. На тлі змін у системі національної безпеки та необхідності підвищення обороноздатності країни питання залучення молоді до військової служби набуває особливої актуальності. Висвітлено основні причини низької мотивації юнаків до проходження строкової служби, серед яких невідповідність її формату сучасним суспільним та економічним реаліям, брак належних матеріальних стимулів, а також збереження застарілих методів управління військовослужбовцями.

Особливу увагу приділено аналізу законодавчих змін, спрямованих на реформування системи комплектування Збройних Сил України. Розглянуто поступовий перехід на контрактну форму військової служби, а також запровадження базової військової служби і базової військової підготовки, що може стати альтернативним підходом до формування резерву. У зв'язку з цим проведено порівняльний аналіз європейського і скандинавського досвіду щодо функціонування системи обов'язкової військової служби, зокрема в аспектах її тривалості, умов проходження та мотиваційних чинників для призовників.

У статті запропоновано комплекс рекомендацій, спрямованих на підвищення мотивації молоді до проходження обов'язкової військової служби. Зокрема, акцентується увага на необхідності впровадження якісної професійної підготовки, поліпшення умов проходження служби, створення можливостей для подальшого кар'єрного зростання та гарантування соціальних пільг військовослужбовцям. Досліджено також вплив суспільного сприйняття військової служби на рівень мотивації молодих людей.

Визначено ключові шляхи подолання основних демотиваційних чинників, що негативно позначаються на бажанні молоді проходити службу. Акцентовано на важливості формування у молодого покоління усвідомлення значущості його внеску в забезпечення обороноздатності країни,

а також розроблення комплексної державної стратегії, спрямованої на підвищення престижу військової служби та зміцнення патріотичних настроїв у суспільстві.

Ключові слова: мотивація проходження військової служби, обов'язкова військова служба, строкова служба, реформа законодавства про проходження військової служби, національна безпека, базова військова служба, базова загальновійськова підготовка, демотиваційні чинники обов'язкової служби, державна стратегія у сфері формування людського капіталу.

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