Economic Aspects of the Concept of Active Service for the Public Sector

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Abstract: The article deals with current issues of economy human resources, which are currently struggling European region, while ensuring their defense, security and addressing the social ills of the current type of society. The main part is focused on the economic analysis of possible solutions, staffing the public sector to reduce current security and social risks.

Key words: The army · Security forces · Security risks · Social ills · The public sector · Service relationships

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1 Introduction

For every type of modern society still valid conclusion spiritual father of the economic theories of Adam Smith. He already in 1776 in his famous work The Wealth of Nations wrote: „The first duty of the ruler is to protect society from the violence and invasion of other independent states, and this protection can be accomplished only through military force. But the cost of preparing military forces in peacetime and their use in time of war are very different in different stages of society and in different periods of its development. “(Smith 2001)

Ensuring the security and defense of the state rests on many economic issues. Basic questions should essentially be: "How much is enough? What is the cost-effectiveness? "This fully applies to other spheres of the public sector, which ranks all-round care for human resources of the company as social security, education, health, etc .. (Stiglitz, 1997) In its essence, in terms of how to prepare for future threats armed and social nature which may implement various specific situations, as is true that like any probable phenomenon almost everything is possible and and nothing is certain. Setting requirements for defense and other services for the public sector is generally based on the forecast, but the problem lies in the fact that the financial, human and material resources can be forecast fairly accurately even in the long term, while predicting future threats in the form of security risks and social risks it is very uncertain. (Wawrosz & Valenčík 2014) The reason is the possibility of unpredictable twists in the evolution of the security environment. But the problem lies not in the fluctuation of the value of security risks in time, but their likely nature whatsoever. On the example of defense is not enough to consider the average risk, but it is necessary to evaluate the possible dispersion of its implementation. (Šefčík 1998) Additionally, some safety and social risks are unlikely, but with fatal consequences, while others are much more likely, but with less severe consequences. It is axiomatic that the services of the public sector will not decide the size of resources mobilized in the event of speech risks, but the quantitative and qualitative dimension spent much sooner. Excessive reduction in public sector spending (to defense and security) can lead to immense difficulties in the near future. (Stiglitz, 1997)
the partial substitution of public sector employment by active service aimed at economic efficiency of the use of human resources to this sector.

Economic differences compulsory and voluntary military service

To ensure its national defense often gets human resources for military service in a way completely different from employee relations, thus forcing the young population (predominantly male) for compulsory service to the army. The fact that the citizens need to be forced to join the army (thus forced into the role) is for them many negative economic aspects. These can be seen in the three factors.

The first is in respect of the economic dimension theory of value of human life, which in connection with armed conflicts defined the leading French liberal economist Jean-Baptiste Say. By tracking the Napoleonic Wars provided the theory that the loss of human life in an armed conflict means the loss of the country's wealth, as in human life is invested. Say's theory has its justification that can be demonstrated records of the impacts of war. (Say 2003) In the spirit of this intellectual concept I human progress (economic, social, scientific, technical) and policy from the Middle Ages to the present day, was and is mainly focused on improving the ways and means to destroy more and more people in ever shorter intervals. This also. evidenced in the statistics Swiss scientist in the field of polemologie J. J. Babel. According to his statistics, the number of wars in the 60s of the 20th century is estimated at 14500, which killed more than three billion people. (Šefčík 1998)

The second consists in comparing income individuals during performance of compulsory service when receiving wages (from the perspective of economic theory is a transfer), which is substantially lower than the wage obtained in the labor market. On compulsory military service can thus be viewed as a collection of taxes from certain population groups. This tax can be characterized as uneven as it is imposed on selected individuals (especially the male population) at a certain age (around 18-28 years) due to health status, compliant training in contemporary combat deployment. (Šubrt 2006) Mandatory service is then the cause of two inefficiencies:

- Firstly, it is a reality that for some individuals the opportunity costs (expressed in lost wages in the labor market) compulsory service in the army much lower than others.
- Secondly, compulsory service has the effect that the Army does not consider the full costs of alternative program. The price of labor in this service is much lower than it would have been if desired wages paid hired workers. (Becker 1971)

Third is the issue of depreciation of human capital (physical and moral), which occurs in the course of compulsory service. Here you can include loss of opportunities conscripts to serve in the army for expanding training or education that could potentially utilized in their civilian jobs, but also the obsolescence of its existing qualification before entering the service. Amortization of human capital is difficult to quantify, but comparing the value received training and education can be inferred conclusion. Its results clearly confirm the superiority of amortization of acquired value of training and education during the service.

Proponents of compulsory military conscription are voluntary service against several arguments. Primarily of interest to inequalities associated with the voluntary service. For poorer individuals (with limited alternatives other jobs) will be attractive to military service, but in case of war bear the onus is theirs. Anyone who shares this view, takes the view that certain rights and responsibilities should be divided according to position in the market. In this context applies rhetoric: "To fight for national interests and the risk and danger to life belongs to basic civic duties."Opponents of the voluntary service they are interested in the effectiveness of the army. If individuals with lower opportunity costs (the lower the value of human capital) serve in the army, then it is likely low quality of its performance. Then there is a simple solution to this problem: any employer is exposed to a similar situation and responding to it by increasing the salaries up to the point where you can choose from the quality of candidates it wishes. On this typical example, can make recommendations to the political representation of the state. It is allocated to military budgets sufficient funds for proper appreciation of human resources in the army, for only then will the defense of the state suffer from a lack of qualified staff. These concerns about the quality of the army were particularly strong in the period of voluntary service in the United States since the early 70s of the 20th century. Sociological research has confirmed a significant increase in the quality of volunteers in the eighties. This was mainly conditioned by high levels of unemployment among youth consequence of the remaining impact of the global economic crisis in the first half of the 70s of the 20th century. (Šetek 2006)
Economic, security and ethical aspects of political decision-making

The current security situation (terrorism, migration, penetration of organized crime) and the subsequent fear among the population tends to increase state power. It should be noted that the number of inhabitants in the position of taxpayers is dominated by economic aspects of fear. In this situation, aside fundamental questions of economic mechanism of functioning of the public economy, such as: "What are the dimensions achieved growth of government. There is an arbiter for the assessment? (Becker 1997)

Sense of threat raises a number of political representation of the state in the economy, security and social measures. That in its decisions while taking the wealth and freedoms of its population (mainly through taxes) .. As a result of the reign of fear mongering and political representation gaining favor. But political representation will always have their own reasons for doing anything or not. Democratic political system seems to be a ploy to political representation to convince people that they are not forced to comply or do something against their will. (Higgs 2006)

An important arbiter of the international surroundings - it is mainly States and international organizations. In the current situation, when transformed or generate new economic, political and security structures, the adjacent ongoing integration and differentiation processes when krystallizuji new relationships in order to exploit the positive qualitative změnyve world to shift the concept of security into another dimension, it is particularly important . Just as it was harmful and practically unrealistic izolacismus, ignoring the surroundings and overestimating his own importance and status of the state and its economic and security bodies, so we can not accept fully all, moreover, often contradictory, opinions and views of the surrounding area. Greater benefits for devising long-term stable efficient and reasonably flexible strategy, long-term positive image and attitude brings mentioned artificial look in the mirror informed, objectified, information furnished observers - states, having importance for ensuring the smooth economic growth in kotextu social and safety aspects of migration, not only the state but also the region. This is thinking in particular countries in close geographic surroundings. (Šetek 2015)

3 Research results

Economy of human resources for the public sector

Problems of economic rationality of the public sector is currently gaining great theoretical and practical significance. Their genesis is primarily of interest to normative economics. Dates from the mid-70s of the 20th century in developed market economies in parallel with the failure of Keynesian economics therapeutics during the deepest global economic crisis since the Second World War. You can not rely on the fact that people "somehow agree" on the need to create "public works". For their work is always needed no power of authority - the state, which results from the nature of public sector financing. The possible absence of a public sector could theoretically resulted in the decline of the state over the economic, political and social. The State would then tossed in social storms and eventually was absorbed by the state more mature and stable.

One of the basic functions of the public sector is to ensure its security and defense. This earmarked component of the army and security forces. Human resources for ensuring the operation of the state bodies in the Czech Republic acquired in the labor market through business and labor relations, or voluntary participation in active backups. By 2005, among others. Army was gaining human resources also mandatory performance of compulsory military service for male population. An alternative to compulsory military service in the civilian public - nonprofit sector (governmental and nongovernmental). Approximately in this period as was the case in most European countries. In Germany (the most advanced economies of Europe) compulsory military and alternative civilian service is canceled in 2011, especially for the "economically cheap" labor civilian security services for ancillary services in health, social sphere and non-profit sector. (Rektořík 2010) In some states the obligation of service was left (Austria, Denmark, Norway) or reintroduced (Lithuania). At the same time in these states is the possibility of an alternative civilian service, as was the case earlier in the Czech Republic until 2005.

In the Czech Republic due to an increase in the current security risks considered the introduction of mandatory payments for men and women at 18 years, in case the call to military or civilian service for emergencies. This is mainly because of economic reasons can not be fully to utilize professionals in the military. If you are considering a reform possible service for conscripts called up for service to the public sector, it is necessary to consider not only the demand within the security of the national security system, but also its surroundings. In it is a potential economic power accompanied by economic and social risks like. After the initial indicative analysis can be concluded that the proposed variation is not yet economically poor perspective. You can not just focus on the needs of the army, but the entire public sector, and even non-profit sector, substitute some functions of the state. (Rektořík 2010) The present concept seems
more like a sociological survey quantified the cost of about 230 million Czech crowns annually. This can be in terms of human capital theory be considered ineffective because the control of modern defense technology is the result of scientific and technological development of increasingly complex and need adequately trained skilled individuals. For the above reasons for this purpose appear to be appropriate to propose to the active service of the public sector on a voluntary basis in the form of military or civilian. Its completion would be from the perspective of the theory of human capital and ethical dimensions of one of the main conditions for the entry into service relationship to the state, which guarantee higher standards of economic and social security. (Rektořík 2010)

**Securing growth in demand for human resources of the public sector on a voluntary basis**

So far, the proposed issue applies only to public sector demand for human resources within the security of national defense on the basis of the obligation. However, it does not take into account the internal security and overall security system around the state. These economic and social aspects that accompany our society (especially its social ills - requested an increase in demand for social services, etc.). Incorporating these aspects could in turn contribute to increased quality of social system, rising living standards and consequently also for the growth of so-called. Imaginary function of the general welfare. Additionally stimulation thus raised the demand for human resources of the public sector should be implemented on a voluntary basis.

For the above reasons, it is necessary on a detailed analysis of defense policy, economic and social policy from 1990 to the present suggest a fundamental systemic changes that would ensure the efficient functioning of public sector demand regardless of the macroeconomic development of the economy (the state in the cyclical development). As a possible solution would be to create so-called. Active service in the public sector. Voluntary participation in active service should be the prestige and national pride with a view of state spending on this activity would not be expensive. It would encompass service to the state militarily organized (especially in the military, or the selected security forces) and civilian (non-profit public sector - state administration, self-government).

With the concept of active service, the question arises about the motives for voluntary. From the perspective of human capital theory this service can be evaluated as an investment in human resources before entering into business relationships (for the armed forces, security forces and the civil service). The fulfillment of this service on the basis of economic, ethical and pedagogical aspects should be one of the basic conditions for admission to the aforementioned business relationships. The service would be attractive to young people with the culmination of 18 years, especially for ending high school students, trainees, vocational schools and university students. It would also be an effective motivation for this service, young people long-term unemployed, or even create special programs for persons on maternity and parental leave.

During such a service would be able to get a free license, welding and other tests on various industrial equipment, arms license, certificate for the profession of social work and social services, preparation for attestation of physicians like. These are investments in human resources acquired during active services. They would subsequently be reflected in increased competitiveness on the job market after leaving the service in all sectors of the economy. From the perspective of human capital theory would thus causing its appreciation.

**The merits of the introduction of active service in the public sector**

Overall, the merits based on economic analysis and legislative functions of the public sector raised from the beginning of the transformation of the company and all related accompanying events from 1990 to the present, ie. Historico-economic, international, security and social aspects. It is also important to note the Czech Republic's integration in NATO and the European Union. The public sector represents part of the aggregate demand for human resources. From the perspective of this sub demand represents two groups of interests of the national economy and its environment.

The first is a group of interests stemming from the security aspects of the economy, which is determined by:

- Changing security environment (global, European, Czech Republic) at the end of the Cold War; with it new potential hazards of armed nature - irregular foreign wars, international terrorism, mass migration, the growth of organized crime and the like.
- Specific forms of crime in the context of structural changes in the economy - corruption in the procurement of state and local governments (cleaning, maintenance, security and logistics of these institutions ...).
- Natural disasters (floods, floods, environmental disasters ...)
Secondly, it is a group of interests for solving social problems of the economy:

- Growth of social exclusion (resulting in long-term unemployment, heavy indebtedness of the population, drug or alcohol addiction, etc.).
- Ageing population consequence of lengthening the average duration of human life.
- Growth in demand for social and health services.
- A possible influx of refugees from abroad consequence refugee crisis.

Both of the above interests - sources of demand for human resources of the public sector are always determined by legislative standards (representing the implementation of reforms and development of the public sector) on the one hand and economic development (guided by cyclical fluctuations in macroeconomic indicators). In relation to aspects of internal and external security of the state and proper social welfare are mutually interdependent "communicating vessels". Under the monitoring of macroeconomic developments on the Czech Republic's example can point to the impact of restrictive economic policy measures result from a speech the financial crisis of 2008. It is very touching and human resources in the public sector, freezing salaries and reducing the number of inmates.

Initial marketing strategy of active duty personnel in the public sector

As already mentioned the fulfillment of this service would be one of the basic conditions for admission into official relations to the army, security forces and civil service. In terms of career rules would mean active service as the first basic step to that would follow already established a hierarchy of degrees career by business conditions. Unlike a labor relations legislation falls on service relationships governed by public law, because the priority is the interest of the state. According to legislation on service contracts for members of the armed forces and security forces; We can talk about military service relationship, as the army, police and other state security forces with a military corps. According to the Civil Service Act can talk about civil service relationship (clerk).

The service relationship represents a contractual relationship between the state and individuals. That also guarantees a higher standard of economic and social security, taking into account the interests needs to ensure the activities of the State. The possibility of obtaining employment relationship based on service to the state would be one of the main priorities of human resources marketing strategy of active service. Marketing strategy should also be linked together (on the principle of "communicating vessels") with the policy of public relations and the subsequent creation of the image of the service.

Possible alternatives active public sector services

Some of the state's role to ensure public welfare provided by nongovernmental organizations. Therefore, the direct dependence of these organizations on public funds through financial subsidies from the public purse. The state would also have on the other also "subsidize" these organizations appropriate services, ie. Sending attaches active service. On the other hand, the non-state non-profit sector operates service volunteers. In the event that the service in these organizations for a longer period of time, at least 20 hours per week, or implemented abroad, it can be recognized as a possible alternative to active service. Among the economic aspects are several reasons for this. Volunteers would have substituted the activity attaches active duty nongovernmental organizations. By their actions contributed to saving public resources for active duty, or even employees of these organizations. In this case, on the basis of positive externalities contribute to active service personnel marketing strategy support volunteering in non-profit sector. (Rektorík 2010)

For other possible alternative for the recognition of the fulfillment of active duty can be considered caring for a relative. To care this care if they were individuals who provide assistance of another person because of long-term adverse health condition in coping with the basic necessities of life to the extent specified degree of dependency. The activities of these individuals and largely substitute the provision of certain residential and field social services, whose founders are mainly local authorities and non-governmental organizations. This contributes to saving public resources. Held among others. Activity which could also take place during active service in these facilities. For this reason, based on ethical principles should belong alternative recognition active service. Moreover, these people would be in the labor market should not be discriminated against in any way for entry into one of the service relationship, because there is a presumption that such persons would be because of the social role or were not interested in a business relationship. On the other hand, must, in the case of spouses who care for a disabled person (child, elderly person), they may also rotate during this care by the other spouse to carry out the service relationship to the state.
Economic Aspects of the Concept of Active Service for the Public Sector

The concept of active services based on tax theory

The role of the state is changing over time, however, raises two basic roles - the legislative, consisting of the creation of rules and redistribution, remedy "injustice market division and failure" in terms of social consensus. Redistribution is implemented in particular applications of tax policy. Taxes are a modern type of company usually paid in cash, the traditional type of society were usually paid in kind, in acts or in the form of robots. With the advent of modern society it has also been a common form of acts obligation of military service. This gradual cuts in the European region remained until the turn of the 20th and 21st centuries. In developed democratic political systems in the second half of the 20th century, given the possibility of alternative civilian service performance, which again had the nature of the tax liability in acts.

Tax on operations through military service is levied on the principle of taxpayer's ability to pay tax. Thus, the taxpayer has the proper value of human capital, which is primarily determined by his health condition. In this context, we are always excluded people with disabilities and proper rule for his physique excluded mostly women (currently not always the case - eg. The army of Israel). In terms of sociological theories obligation of military service, as well as tax, described as imposed social role (part of the concept Parson structural functionalism). Therefore, evading military service is considered a criminal offense as intentional tax evasion. (Šubrt 2006)

State budget expenditures understand government purchases of goods and services, while also transfers. In its essence in terms of income and expenditure of the state transfers represent a negative tax, and conversely negative tax transfers. How, then, in this context be viewed on active duty for the public sector. In its essence would be a transfer of a voluntary act performed for the state. The size of the transfer in macroeconomic terms would match the value of the transaction vykonaného volunteers for the public sector size minus transfers paid for entry into the social role of the volunteer. Whereas in the immeasurable economic rationality of public sector must always value tasks performed by volunteers active service outweigh the size of transfers paid to these volunteers who therefore are not paid for their performances fully rewarded - only granted transfers. This leads to cheaper labor factor in the public sector so that it may reach the fulfillment of a higher level of social welfare, without the need to increase public spending.

However, volunteers would not perform a service for the public sector only awarded for transfers. Additionally, during the period of economic growth based on the theory of opportunity cost would be able to participate in the labor market and get several times higher compared to those receiving transfers. The main problem can be seen in the fact that the volunteer would be in a position to sponsor the state, not financially or in kind, but through the services provided to the public sector. Every sponsor (unlike patron, donor) sees its activities proper feedback from its counterpart, which in this case happen. The performance in the event sponsorship would guarantee his benefactor appropriate rights (privileges), primarily meet the basic conditions for entry into service ratios, secondarily increase its competitiveness in the labor market. (Hlaváček 1999)

For the above reasons it can be stated that in terms of tax theory, voluntary service to the public sector meant the position of the automatic stabilizers to operate in the long term and automatically as stabilizing elements in regulating the economy, regardless of cyclical phases. At a time of economic growth is shaping a favorable labor market conditions for employment growth. This would consequently increase the tax revenues of the state. It can assume that the favorable labor market conditions would have decreased only offer volunteers for active service in the public sector, but also interested in employment in service relationships to the state. That would be in this situation had adequate tax revenues to cover the demand for public sector services based on employee relations and grants to nongovernmental organizations. In a period of stagnation, recession or depression would be a completely opposite situation. On the labor market, causing unemployment to rise, which would state tax revenues fell. Consequence of the interest of the service relationship to the state would grow offer active service for the public sector. The consequence of the increased supply would become filled the demand requirements of public sector human resources active service (a discount factor of the work). This would reduce state spending.

Active service in terms of the measurement of economic rationality use of human resources

Interdependent criteria of economic rationality use of human resources is the economy and efficiency. Despite the interconnectedness differ in their basic orientation. The relationship of economy and efficiency, the efficiency acts as a condition for ensuring efficiency, effectiveness while working as a page criteria of economic rationality acts as indicative guidelines economy. (Hlaváček 1999)
The basic indicator for measuring and evaluating the economy of use of human resources are personnel costs. In essence it is a summary quantified monetarily measurable values rationally spent for the creation of a performance in the public sector. Performance takes place at a certain time and place, with the proper responsibilities of the individuals achieve planned performance with minimum cost, respectively as the maximum power from the source. There are many factors that can affect the level of efficiency. Enforced during all elementary operations, all cost inputs. For this reason, the criterion of economy of use of human resources to be distributed to the level of these activities, and thereby assign as expected, but also the actual amount of costs. However, for measuring efficiency of human resources for the needs of the public sector are not in their proper bodies of state and local government basic conditions. According to the appropriate legislative norms double-entry accounting, while ensuring monitoring of costs in those bodies, but only generic form of output quantities. "Following the breakdown of costs by type can determine what, what tool or work were spent, but does not provide information on how, for what purpose, operation of the program was cost incurred." How do we talk about efficiency in the public sector, are basic prerequisites for long-term human resource planning (based on calculations) with the proper glide and evaluation of the use of human resources as it is based on internal accounting. Even personnel costs incurred for specific purposes are not comprehensive and are recognized by various public authorities and their organizational units without additional context that these costs should be bound to a specific purpose. (Šetek 2015)

The problem of economic efficiency of the use of human resources in the public sector compared to more complex business and there is not enough space for a detailed specification. Even if there were precise measurability purposefully spent input quantity of human resources, appears another problem. This measurement is good – the performance of the public sector. Assuming that public sector performance was notionally at its maximum, the problem arises at what cost public expenditure on human resources. Then it is absolutely certain that without the participation of active service in the public sector is quite pointless to talk about issues of efficiency.

Basic strategy vision of human resources management in active service

The basic starting tool for management and organization and human resources in public sector services should be based on the introduction of the application of methods of planning and budgeting in terms of government. Seamlessly interconnected system of planning and budgeting must act as a set of documents, procedures, relations, information, control measures and the technological means used by senior management level of government to the transparent rational allocation of resources, initial planning documents in the field of development and security activities of government and processing requirements in the design of individual chapters of the state budget authority (authorities) government. The basic characteristics for the establishment of a coherent interconnected system to the government include:

- allocation of resources by government institutions must be tied to an over-arching their needs (the coverage requirements,
- resources are primarily allocated for the program structure, purpose-assembled as a display of bodies implementing the actions necessary to meet the demand for human resources in active service,
- determination of the three time horizons (long, medium, short), with annual rolling shift at these time horizons must match seamlessly interconnected system of planning and budgeting,
- the main criterion for the selection of optimal variant for allocating resources on the active security services must become the ratio of benefits to meet the needs of the total financial expenditure of government,
- within a coherent interconnected phases of planning and budgeting must develop long-term and medium-term plans, enabling long-term balanced development of the state administration,
- balance the budget proposal to the government each year must transparently justify the validity of the financial costs and the subsequent efficient allocation of resources, management and control of the source streams within the organizational structure of government.

The main objective that can be expected from the application of the system of planning and budgeting in an environment of active service is creating the conditions for long-term effective transparent use of resources to meet the needs while respecting the given resource constraints. A comprehensive system of planning and budgeting must be divided between two phases:
1) The planning phase must be based on the application of methods of comparison and analysis evaluated:
   - system around active service - ie. The macroeconomic data (growth rate of gross domestic product, employment in the economy, the price level, demographic data (age structure of the population, public health, etc.), International requirements (priority of integration in EU, NATO ... ),
   - the need for active duty and subsequent costing,
   - available resources and potential of the real state of active service,
   - legislation (laws, decrees) and government resolutions.

The above factors act as an input document to provide active services on a time horizon of 5 years. The result of the planning phase must be to establish resource-specific programs covered by the public sector, which is updated after each year.

2) The stage of budgeting is implemented financial evaluation of resources, allocation of expenses for the organizational structure of government, the drafting of the budget for the time horizon of one year.

Surroundings of planning and budgeting active public sector services would be formed in dimensions:
1) strategic part:
   - state policies and legislation,
   - international standards,
   - state budget chapter of government institutions in the Czech Republic
   - International aspects - the Czech Republic's integration into the European Union, NATO, etc.

2) the source of:
   - available resources of the state administration,
   - acquisition process for the acquisition of materials and information technology,
   - the application of scientific knowledge,
   - Application of financial sponsorship for educational programs.

3) The executive management of resources:
   - breakdown of expenditures for each time period,
   - real source streams,
   - real state and development of the state administration.

4 Conclusions
Functioning of active service would undoubtedly contribute to the growth of welfare function of society (regardless of its theoretical dimension in terms of normative economics), and therefore its members in a position of taxpayers due to a reduction in public expenditure on providing human resources for the running of the state. The function of this service would be the following levels:
   - Security - strengthening internal and external security of the state and so-called. Social security for the population,
   - Economical - reducing public expenditure to ensure that public sector services, reducing unemployment, non-profit sector (government, non-government) to meet growing demand for social services, education, ecology ...),
   - Preventive - in particular the reduction of the risk of corruption within the state and local governments to ensure its operation (especially when cleaning, maintenance, logistics ...) and in the selection procedures when entering into business relationships,
   - Ethical and pedagogical - testing the quality of human resources (moral qualities, mental and physical endurance, etc.) For service in the armed forces and security bodies, public service.

References


