

YOUTH ATTRACTION IN SECURITY FORCE, NEPAL



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Submitted by

ISHWOR KOIRALA

Ninth Batch (2080-2082)

Roll No. : 123740085

TU Registration No.: 5-1-33-74-2003

APF, Command and Staff College

Sanogaucharan, Kathmandu, Nepal

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DECLARATION

I, ISHWOR KOIRALA, declare that this research paper entitled **YOUTH ATTRACTION IN SECURITY FORCE, NEPAL** submitted to the APF, Command, and Staff College is entirely my original work prepared under the guidance and supervision of Prof. Dr. Ramesh Raj Kunwar I have made due acknowledgment to all ideas and information borrowed from different sources in course of preparing this research paper. The result of this research paper has not been presented or submitted anywhere else for the award of any degree or any other purpose. I assure you that no part of the content of this research paper has been published in any form before. I shall be solely responsible if any evidence is found against my research paper.

.....

Ishwor Koirala

APF, Command and Staff College

Sanogaucharan, Kathmandu, Nepal

Date: April 2025



**Government of Nepal
Ministry of Home Affairs
APF, Command and Staff College**

Ph. No. :- 01-4513159/9851072030

Email :- paacademic2015@gmail.com

Website :- <https://csc.apf.gov.np>

Ref No. :- (080/082)/

Academic Section

Sanogaucharan,

Kathmandu

Date :-2081/12/20

LETTER OF RECOMMENDATION

This thesis entitled **YOUTH ATTRACTION IN SECURITY FORCES, NEPAL** has been prepared by **Mr. ISHWOR KOIRALA** under my guidance and supervision. I hereby recommend it in partial fulfillment of the requirements for the Degree of Master of Security, Development and Peace Studies final examination.

.....

Thesis Supervisor

Prof. Dr Ramesh Raj Kunwar

Date: April, 2025



**Government of Nepal
Ministry of Home Affairs
APF, Command and Staff College**

Ph. No. :- 01-4513159/9851072030
Email :- paacademic2015@gmail.com
Website :- <https://csc.apf.gov.np>
Ref No. :- (080/082)/

**Academic Section
Sanogaucharan,
Kathmandu
Date :-2081/12/20**

LETTER OF APPROVAL

This thesis entitled **YOUTH ATTRACTION IN SECURITY FORCE, NEPAL** APF, Command and Staff College, Faculty of Humanities and Social Science, Tribhuvan University in partial fulfillment of Master Degree in Security, Development and Peace Studies has been approved by the undersigned members of the Evaluation Committee.

Evaluation Committee

.....
 Prof. Dr. Ramesh raj Kunwar
 Thesis Supervisor

.....
 Prof. Dr. Kushum Shakya
 External Examiner

.....
 Asst. Prof. Dr. Sudeep Singh Nakarmi
 External Examiner

.....
 SP Yadav Bishwakarma
 Internal Examiner

.....
 SP Suresh Sapkota
 Internal Examiner

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ABSTRACT

This study examines the factors influencing young people's interest in Nepal's security forces, including the Nepali Army, Nepal Police, and Armed Police Force, Nepal, amid a 19% youth unemployment rate and the annual entry of 500,000 individuals into the labor market. Globalization, political instability, and foreign job opportunities have affected interest in security careers, raising concerns about their declining appeal, which is crucial for national stability. The research aims to analyze application trends from 2071 to 2080 B.S., identify key motivators and barriers, and suggest strategies to enhance the attractiveness of these careers. Using a qualitative approach within a constructivist paradigm, data was collected through semi-structured interviews with 42 participants, including prospective candidates, recent applicants, and key informants, along with an analysis of archival recruitment records. This method provides an in-depth understanding of youth perspectives. Findings reveal fluctuating application rates for non-commissioned officer positions, such as NP Constable applications peaking at 57.8:1 in 2074, intense competition for junior commissioned officer rank like APF ASI at 94.6:1 in 2078, and a steady yet selective interest in commissioned officer ranks, with NA Officer Cadet averaging 22:1 and APF Inspector at just 9.9:1. The primary motivator for youth, particularly among economically disadvantaged individuals, is job security, followed by patriotism, social prestige, and career growth opportunities. However, factors such as low salaries, limited career advancement, political interference, nepotism, and the lure of overseas jobs significantly deter interest. The study emphasizes the need for modernized and transparent recruitment processes, competitive salaries, merit-based promotions, public awareness campaigns, university collaborations, depoliticization, gender inclusivity, skill development, and patriotic appeals to align security careers with youth aspirations better. These measures are essential to maintaining a sustainable and motivated workforce within Nepal's security sector.

Keywords: Youth, attraction, job security, social prestige, career development, patriotism.

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LIST OF ABBREVIATIONS AND ACRONYMS

APA	American Psychological Association
APF, NEPAL	Armed Police Force, Nepal
ASI	Assistant Sub Inspector
B.S	Bikram Sambat
BSF	Border Security Force
CSC	Command and Staff Course
CBS	Central Bureau of Statistics
CO	Commissioned officer
e.g.	Example
HQs	Headquarters
JCO	Junior Commissioned Officer
KI	Key Informant
NA	Nepali Army
NCO	Non-Commissioned Officer
NP	Nepal Police
Prof.	Professor
UN	United nation

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CHAPTER I

INTRODUCTION

This is a study on youth attraction in Nepal's security forces. This introduction section starts with the background of the study. It is followed by the research problem, research questions, research objectives, significance of the study, limitations of the study, and operational definition of the key term.

1.1 Background

Youth is a polygonal concept encompassing a transitional phase between childhood and adulthood, typically defined as individuals aged 15 to 30, depending on the context (IS et al., 2018). The United Nations defines youth as individuals aged 15 to 24 years, constituting approximately 16% of the global population, which translates to about 1.2 billion people (Arao, 2022; Szymuś et al., 2024). Likewise, in the context of Nepal Acharya et al. (2015) stated that in Nepal, youth are typically defined as individuals aged between 15 and 24 years, a demographic that faces significant challenges in various aspects of life, including employment, health, and social integration. The Central Bureau of Statistics (CBS) has reported that around 0.5 million youths enter the labor market annually, underscoring the importance of addressing employment challenges for this age group (Gelal, 2022).

In social science, attraction refers to the interest, appeal, or positive feelings that individuals or groups develop toward a particular entity, person, or idea. It can be influenced by psychological, social, cultural, and economic factors. In interpersonal relationships, attraction is often defined as “a force that draws people together based on factors such as physical appearance, similarity, proximity, and social reinforcement” (Yela, 2004). In organizational and occupational studies, attraction can be understood as the degree to which individuals are interested in or motivated to join a specific institution or profession (Rynes & Barber, 1990).

Government security forces are organized entities tasked with maintaining public order, enforcing laws, and ensuring national security. These forces can include military units, police, and specialized agencies like gendarmeries, which perform both military and civil functions, such as crime prevention and public safety (Chichignoud, 2005). The effectiveness and

organization of government security forces are pivotal for regime stability and societal safety (De Bruin, 2021a)

1.2 Introduction to Security Forces in Nepal

Nepal's security forces play a crucial role in maintaining internal stability, safeguarding sovereignty, and responding to emergencies. The security apparatus consists of the Nepali Army (NA), Nepal Police (NP), and Armed Police Force (APF), Nepal, each serving distinct but interconnected purposes. Together, these organizations uphold law and order, manage border security, and provide disaster relief while addressing modern security challenges.

1.2.1 Nepali Army

The NA, one of Nepal's oldest institutions, is the principal military force responsible for safeguarding the country's sovereignty, territorial integrity, and independence. Established over two centuries ago, it has played a pivotal role in shaping Nepal's modern history, maintaining internal stability, and addressing external threats. The NA operates under the Ministry of Defence and reports directly to the President of Nepal, the Supreme Commander of the Armed Forces (Upreti, 2023). As enshrined in Article 267 of the Constitution of Nepal, the Nepali Army is taking responsibility for safeguarding Nepal's freedom, sovereignty, territorial integrity, national unity, independence, and dignity. Nepali Army's historic legacy, coupled with its evolving role in peacebuilding and disaster management, continues to make it a cornerstone of Nepal's national security infrastructure. Its integration into international peacekeeping efforts underscores its commitment to global peace and security.

1.2.2 Nepal Police

The NP is the primary law enforcement agency in Nepal, established in 1951 following the end of the Rana regime. Tasked with maintaining law and order, preventing and investigating crimes, and ensuring public safety, it is a vital institution for internal security. Operating under the Ministry of Home Affairs, the NP has expanded its roles and responsibilities to address emerging threats in a rapidly modernizing society (Upreti, 2023). NP remains a cornerstone of Nepal's security apparatus. Its efforts in crime prevention, public safety, and community engagement contribute significantly to national stability and development.

1.2.3 Armed Police Force, Nepal

APF, Nepal is a nature of paramilitary organization established in 2001 during a period of political instability and insurgency in the country. Its creation was a response to the need for a dedicated security force to address internal security challenges, such as insurgency, riots, and cross-border crimes. Operating under the Ministry of Home Affairs, the APF, Nepal serves as a critical intermediary between the NA and the NP, combining military discipline with law enforcement capabilities (Upreti, 2023). The Armed Police Force has become a crucial part of Nepal's security framework, contributing to both national and regional stability. Its adaptability in addressing internal and external threats while supporting disaster management highlights its integral role in the country's governance and development.

1.2.4 National Investigation Department, Nepal

As the dedicated intelligence agency of Nepal, NID is primarily responsible for collecting, analyzing, and disseminating information related to Nepal's freedom, sovereignty, territorial integrity, and those against the law and the state, counterintelligence, terrorists, and international criminal organizations and network of terrorism and the threats (NSP, 2016).

1.3 Youth in Nepal

The employment landscape for youth in Nepal is characterized by significant challenges and aspirations, as highlighted in various studies. Approximately 0.5 million youths enter the labor market annually, facing an unemployment rate of 19%, starkly higher than the national average of 2.7% (Gelal, 2022). Many young individuals seek foreign employment due to inadequate local opportunities and low-productivity jobs (Gelal, 2022). The government aims to enhance youth employment through improved labor market integration, particularly for rural youth migrating to urban areas, and by bolstering vocational training programs (Abraham et al., 2018; Bhatta, 2020). However, obstacles such as financial constraints, lack of support structures, and ineffective government programs hinder entrepreneurial efforts among youth (Ghimire & Chaudhary, 2021). Additionally, while there is a growing aspiration among rural youth to leave agriculture, socio-economic factors often limit their mobility, indicating a complex relationship between aspirations and realities (Sunam et al., 2024). Thus, addressing these multifaceted issues is crucial for fostering sustainable employment and fulfilling the aspirations of Nepali youth.

Baral (2021) stated that youth unemployment in Nepal is higher than the national average, driven by a lack of skilled jobs, systemic issues in education, and reliance on informal labor markets. Where as many young Nepalis aspire to migrate abroad for better job prospects and higher wages, motivated by financial security and improved living conditions (Mahat et al., 2024). Likewise, Raj and Alank (2024) said that Social discrimination, inadequate skill development programs, and limited access to quality education hinder youth aspirations, particularly for marginalized groups like Dalits and women.

1.4 Youth Attraction in Security Force

Attracting youth to government service is increasingly recognized as essential for revitalizing public administration and addressing staffing shortages. Research highlights several strategies to enhance the appeal of civil service careers, including competitive compensation, improved recruitment practices, and the promotion of intrinsic motivations among young candidates (De Bruin, 2021b). A comprehensive strategy that combines attractive working conditions, effective career development opportunities, and proactive outreach is crucial for drawing talented youth into government roles (Polyakova, 2021).

Youth job attraction in government service in Nepal is influenced by several factors, including high unemployment rates among the youth, particularly in rural areas, and the government's initiatives to enhance labor market integration. With approximately 0.5 million youths entering the labor market annually and a youth unemployment rate of 19%, compared to 2.7% for the overall population, the need for effective employment strategies is critical (Gelal, 2022).

The Government security forces in Nepal including the NA, NP, and APF, Nepal serve as the backbone for maintaining law and order, responding to disasters, and border security, and contributing to United Mission (UN) peacekeeping operations. Studies have suggested that economic incentives, job security, national pride, and career development opportunities significantly influence the decision to join security forces (Shrestha & Shrestha, 2020).

In the context of Nepal, Youth were more aspirant in government civil and security force jobs. Having a job in the security force was a source of pride and was said to be a glamorous job. However, the tendency of the application rate in different security organizations to get low has been a challenge to recruitment strategies. Identifying how youth perceive the security force and their motivation is the main cause of this study.

1.5 Statement of Problem

The main objective of a statement of the problem is to convert the generalized issue into specific problem so that it can be resolved more objectively in research (Henry, 2021). Youth participation in security forces is crucial for maintaining a skilled and motivated workforce. However, recent trends indicate fluctuating application rates and a potential decline in interest among Nepali youth, posing risks to the long-term efficacy of these institutions. While job security and social prestige historically attracted young individuals to these careers, evolving socio-economic conditions, globalization, and shifting career aspirations may be altering youth perceptions, favoring opportunities in the private sector or abroad. Furthermore, institutional challenges such as political interference, limited career progression, and gender disparities could deter competent candidates, exacerbating recruitment difficulties. Despite the critical role of youth in bolstering security organizations, there remains a significant knowledge gap regarding the specific motivations, deterrents, and structural barriers influencing their decisions to pursue or avoid such careers in Nepal. There is a need to understand the evolving perspectives of Nepali youth regarding security forces as a career option and how organizations can better align their recruitment strategies with youth aspirations. This study seeks to address this gap by examining the factors shaping youth attraction to security forces, enhancing strategies to appeal as a viable career option amidst contemporary societal shifts.

1.6 Research Questions

The research question is a concise, clear, and focused question that the researcher intends to answer through their investigation or study. It serves as the foundation of the research process, guiding the researcher in their exploration of a particular topic or issue (Majid, 2017). For this, the researcher has formulated the following research question.

1.6.1 How is the trends of application in Nepal's security forces over the past 10 years?

1.6.2 What factors motivate or deter Nepali's youth from considering careers in security forces?

1.6.3 What strategies can improve job attractiveness in the security force?

1.7 Research Objectives

The Specific objectives are threefold:

1.7.1 To analyze application trends in Nepal's security forces over the last decade

1.7.2 To identify key drivers of job attraction in the security force.

1.7.3 To explore the strategies for enhancing the appeal of security forces as a career choice.

1.8 Significance of Study

This study is significant to different security organizations for reviewing their strategy to attract the most competent and talented youth for recruitment. It is also essential for security personnel to understand the youth's perception. It is also significant for security experts and policy actors to navigate to their policies regarding addressing emerging recruitment challenges. The study would be important to the Ministry of Home Affairs and Ministry of Defense in preparing national policies for formulating national security policy.

Finally, this study is significant to individual security personnel, security organizations, security experts, and policy reformers for policy reform at the national level.

1.9 Limitation of Study

Limitations of the researcher refer to factors or constraints that may affect the interpretation or validity of the study findings (Allen, 2017). This research is prepared for the partial fulfillment of the thesis as assigned by the Armed Police Force Command and Staff Course (APFC&SC).

This study, while comprehensive in its exploration of youth attraction to Nepal's security forces, is subject to several limitations that warrant acknowledgment. Primarily, the research focuses on exclusively on the perspectives of youth, including prospective candidates, recent applicants, and key informants, without incorporating a detailed institutional viewpoint from the NP, APF, Nepal and NA. This youth-centric approach, while valuable for understanding individual motivations and perceptions, limits insights into organizational policies, internal recruitment strategies, and administrative constraints that may equally influence attraction trends. Moreover, the analysis of application trends is confined to the most occupied administrative entry-level posts Constable, Sainya, Assistant Sub Inspector (ASI), and Inspector, Officer Cadet across the three security forces, excluding specialized or technical roles that may exhibit different attraction dynamics. The reliance on qualitative data, was collected through semi-structured interviews and archival records spanning B.S. 2071 to 2080.

These limitations suggest that while the findings provide critical insights into youth perspectives, they may not comprehensively reflect the broader institutional factors shaping attraction to security careers, necessitating further research to address these gaps.

1.10 Operational Definitions

Youth Attraction: The interest or appeal that security forces hold for young individuals, influencing their decision to apply for jobs in these institutions.

Security force: Government institutions responsible for maintaining national security, law enforcement, and public order.

Career Development: The opportunities for skill enhancement, promotion, and professional growth within security forces.

Prospective candidates: Someone who is likely to be or become a candidate for a job, or position.

Recent Applicants: Individuals who have recently submitted applications or expressed interest in a job.

Application Trend: The pattern of youth applications for security forces over time, indicating fluctuating interest and competitiveness across different ranks.

Non-Commissioned Officer (NCO): A military leader who has achieved their rank through service in the ranks, rather than receiving a commission, and typically holds leadership positions within their units, ranking below commissioned officers. (For example Sainya in NA and Constable in APF, Nepal and NA).

Junior Commissioned Officer (JCO): Is a military rank that is higher than the non-commissioned officer and lower than a Commissioned officer. (For example ASI in NP and APF, Nepal).

Commissioned officer (CO): A commissioned officer is a military leader granted authority by a formal government commission to command and make decision. (For example Second Lieutenant (officer cadet) in NA and Inspector in NP and APF Nepal).

Recruitment Strategy: The policies and methods security organizations use to attract and retain young personnel.

Generation Z: Generation Z refers to the demographic group born between the mid-to-late 1990s and the early 2010s. They follow Generation Y and precede Generation Alpha. Gen Z is characterized by being digital natives, having grown up with the internet, social media, and smartphones from an early age. They tend to be tech-savvy, socially conscious, diverse, and value authenticity and individualism. Also, they are more inclined towards online learning, remote work, and entrepreneurship compared to previous generations.

CHAPTER II

REVIEW OF LITERATURE

The literature review provides a framework for establishing the importance of the study as well as a benchmark for comparing the results with other findings (Creswell & Creswell, 2018). There are several types of literature review methods such as narrative, Systematic meta-analytic review, chronological review, and thematic review (Snyder, 2019). Thematic analysis is a qualitative research method that researchers use to systematically organise and analyse complex data sets. It is a search for themes that can capture the narratives available in the account of data sets. It involves the identification of themes through careful reading and re-reading of the transcribed data (King, 2004; Rice & Ezzy, 1999, cited in Dawadi, 2020). The researcher has reviewed the literature in thematic order for the research, including youth motivation in security organizations, factors affecting job attraction in security organizations, policies and practices required for attracting the youth, and the theoretical relation to attraction.

2.1 Youth Motivation in Security Organization

Research has shown that youth attraction to military and security organizations depends on factors such as patriotism, job stability, career advancement opportunities, and financial incentives (Cable & Turban, 2001). The motivations for youth enlistment in U.S. security forces are multifaceted, reflecting a blend of personal aspirations and external influences. Research indicates that many young individuals are given by occupational goals, such as job security and benefits, alongside institutional motivations like a sense of duty and belonging (Eighmey, 2006).

In the United States, many young people are drawn to government security organizations, such as the military and law enforcement, due to a sense of patriotism and service to the nation. Programs like the G.I. Bill, which offers education benefits and housing assistance, further enhance the appeal of military service. Moreover, security forces offer stable career paths with retirement and healthcare benefits (Stoker & Mehay, 2011). Additionally, motivations can be categorized into economic and psychological factors, including self-improvement and financial incentives, which resonate with findings from other countries (Boesel & Richards, 1983). Gender differences also play a role, as evidenced by significant variances in career aspirations between male and female youth, suggesting that cultural and social factors may further shape

enlistment motivations in Japan Job Attraction in Government Organizations (Misra & Dutta, 2015). Overall, a multifaceted approach is essential to comprehend the motivations behind youth enlistment in military forces fully.

The appeal of government security jobs among Nigerian youth can be attributed to several interrelated factors, primarily revolving around job security, economic benefits, and societal perceptions. Research indicates that many young Nigerians prefer public sector employment due to its stability in a context marked by high unemployment rates, which stood at 33.3% in 2020 (Ajani & Oyekola, 2019). Similarly, youth recruitment into Indian security forces is influenced by a complex interplay of socioeconomic factors, individual characteristics, and external pressures. Research indicates that hardiness and personality traits, such as extraversion and conscientiousness, significantly predict enlistment intentions among Indian youth, with higher levels of these traits correlating with a greater likelihood of joining the military (Subramanian et al., 2013). Socioeconomic drivers, including family background and local employment opportunities, play a crucial role; for instance, youth from non-Gujarati backgrounds and those with fewer family role models exhibit a higher propensity to enlist (Singh, 2017).

The attraction of youth to government security organization jobs is influenced by several interrelated factors, including job security, social status, and alignment with personal values. Research indicates that young individuals, particularly in contexts like Egypt, prefer security sector employment due to its perceived stability and respect within society, despite lower pay compared to private sector roles (Barsoum, 2016).

2.2 Factors Affecting Job Attraction in Security Force

Several factors influence youth attraction to government security force organizations, including individual attitudes, social norms, and self-efficacy, as highlighted in the theory of planned behavior (Vinothkumar & Subramanian, 2016). The perception of job stability and satisfaction also plays a crucial role; for instance, a strong correlation exists between life satisfaction and willingness to engage in security services among Israeli-Arab youth (Ben-Shalom et al., 2024).

Job attraction in government security organizations is influenced by various factors that differ between developed and developing countries. In developing nations, job security emerges as a critical determinant, significantly impacting public service motivation, social recognition, and career development opportunities, reflecting the collectivist culture and high power distance

prevalent in these societies (Chang, 2020). Organizational commitment and motivation are essential, as they mediate the relationship between perceived job security and sustainable job performance, highlighting the importance of employment policies in fostering a stable work environment (Kayar & Yeşilada, 2024). In contrast, developed countries may prioritize psychological empowerment and engagement, where job insecurity does not significantly affect these dimensions, suggesting a more nuanced relationship between job security and employee engagement in these contexts (Hons, 2005). Overall, while job security remains a universal concern, its implications and the factors influencing job attraction vary significantly across different economic landscapes (Dao, 2011).

The study uses Cable and Turban's (2001) employer knowledge framework as a conceptual model to formulate hypotheses about a broad range of possible factors affecting the attractiveness of an organization (i.e. armed forces) among potential applicants (576 high-school seniors). Results show that gender, familiarity with military organizations, perceptions of job and organizational attributes (task diversity and social/team activities), and trait inferences (excitement, prestige, and cheerfulness) explained potential applicants' attraction to military organizations (Lievens et al., 2005). Similarly as hypothesized, job and organizational attributes positively influenced attraction, and organization reputation positively influenced applicant perceptions of job and organizational attributes and recruiter behaviors. Contrary to our hypotheses, however, an organization's reputation had a negative direct effect on applicant attraction (Turban et al., 1998). Saks et al. (1996) suggest that the effects of a review of job previews on applicant attraction and job choice might depend on the compensation of the job and other job attributes.

Organizational culture interacts with gender to influence applicant attraction. Men were more likely than women to intend to pursue a job with a competitive organization; however, the majority of both men and women reported a stronger interest in working for a supportive organization, even though the salary would be lower (Catanzaro et al., 2010). Whereas Chapman et al. (2005) said that applicant attraction outcomes were predicted by job organization characteristics, recruiter behaviors, perceptions of the recruiting process, perceived fit, and hiring expectancies.

2.3 Policy and Practice to Attract Youth in Security Forces

Attracting youth to security forces requires a multifaceted approach that addresses economic, educational, and social factors. In Lebanon, the allure of military careers is primarily driven by the promise of social security and mobility, particularly among impoverished rural youth who lack alternative employment opportunities (Yassin & El Solh, 2017). In contrast, in the United States, military recruitment faces challenges due to a competitive labor market and increasing college attendance, suggesting a need to target youth who plan to pursue higher education (Kilburn & Asch 2003). A proactive recruitment strategy is essential, focusing on enhancing the appeal of military service and addressing public education deficiencies and health issues among youth (Smith & L, 2011). Additionally, European countries emphasize defense education and socialization, indicating that structured training and community engagement can strengthen ties between armed forces and youth, fostering a sense of national security responsibility (Urych & Matysiak, 2022). Finally, the development of young security cadres in educational institutions highlights the importance of nurturing future leaders in security roles, ensuring stability and growth in the sector (Yan et al., 2023). Similarly Behringer (2003) said that attract youth to the security force, policies should enhance perceptions of patriotism, adventure, and learning opportunities while addressing working conditions. Emphasizing these factors can significantly increase the propensity of young adults to enlist in military service.

Various factors, including traditional perceptions of military roles, personal experiences, and broader societal influences, shape young Australians' career aspirations for the defense force. Research indicates that while there are approximately 7,000 job opportunities available in the Australian Defence Force, young people's interest is often influenced by the military's historical image as a masculine domain, which can deter female participation (O'Brien & Rahmani, 1995). A study involving 6,492 students revealed that familial military backgrounds and perceived career benefits significantly impact aspirations towards military careers (Gore et al., 2017). Moreover, a survey of university students underlined a complex understanding of military service, particularly during active engagements like the Afghanistan war, suggesting that civil-military relations play a crucial role in shaping attitudes towards military careers (Wadham et al., 2014). Furthermore, high school students exhibit discrepancies between their occupational aspirations and expectations, which can lead to career indecision and lower confidence in career choices (Gore et al., 2017). Overall, these findings underscore the need

for the defense force to adapt its recruitment strategies to appeal to a more diverse range of candidates.

To effectively address the challenges of military recruitment in competitive labor markets, several strategies can be implemented. First, enhancing marketing and advertising efforts is crucial, as traditional approaches may not resonate with younger demographics; innovative campaigns that leverage social media and target specific groups, such as college students and former military personnel, can improve outreach (Hertig et al., 2015).

The attraction of Indian youth to government security forces, particularly the armed forces, is influenced by various psychological and social factors. Research indicates that self-efficacy, attitudes, and subjective norms significantly predict enlistment intentions, with a strong correlation between stated intentions and actual enlistment outcomes. Additionally, personality traits such as hardiness, extraversion, and conscientiousness have been identified as predictors of enlistment intention among youth, suggesting that those with these traits are more likely to aspire to military careers (Subramanian et al., 2013). However, the allure of armed forces careers is waning due to the proliferation of alternative job opportunities and changing societal values, which have made military careers less appealing to many adolescents (Kowal et al., 2016). Consequently, there is a pressing need for targeted recruitment strategies to enhance the attractiveness of military service among the youth (Umasankar & Mahajan, 2022).

2.4 Theory Relation to Attraction

The topic of youth attraction to government security forces in Nepal can be examined through the lens of three key theories: Cognitive Theory, Behavioral Intention, and Maslow's Hierarchy of Needs. These frameworks provide a structured approach to understanding how psychological, behavioral, and motivational factors influence youth decisions.

2.4.1 Cognitive Theory of Attraction

The Cognitive theory posits that individuals make decisions based on mental evaluations and reasoning processes. Youth attraction to security forces can stem from their perception of the prestige, societal respect, and personal identity associated with such roles. Cognitive congruence with the values represented by the security force, such as patriotism and stability, may influence attraction. Lavrishev (2024) highlights how cognitive evaluations influence decision-making and social connections. These findings are relevant to understanding how

youth cognitively assess the security force's alignment with their goals. Similarly, Fona et al. (2025) discuss the role of identity in attraction, suggesting that alignment between an individual's self-perception and the institutional image strengthens cognitive attraction.

2.4.2 Behavioral Intention

Behavioral intention theories (theory of planned behavior) suggest that decisions are influenced by attitudes, subjective norms, and perceived control. Youth's intention to join security forces may arise from positive societal perceptions, peer influence, or awareness of career benefits. Qi (2024) stated that utilize behavioral intention frameworks to explain applicant attraction. The study highlights how perceptions of compatibility and prestige influence the intention to join specific organizations, applicable to security forces in Nepal. Similarly, Tate et al. (2025) explore how behavioral perceptions, such as stereotypes, shape youth preferences. These insights can relate to how government roles are seen as stable, authoritative, and financially rewarding.

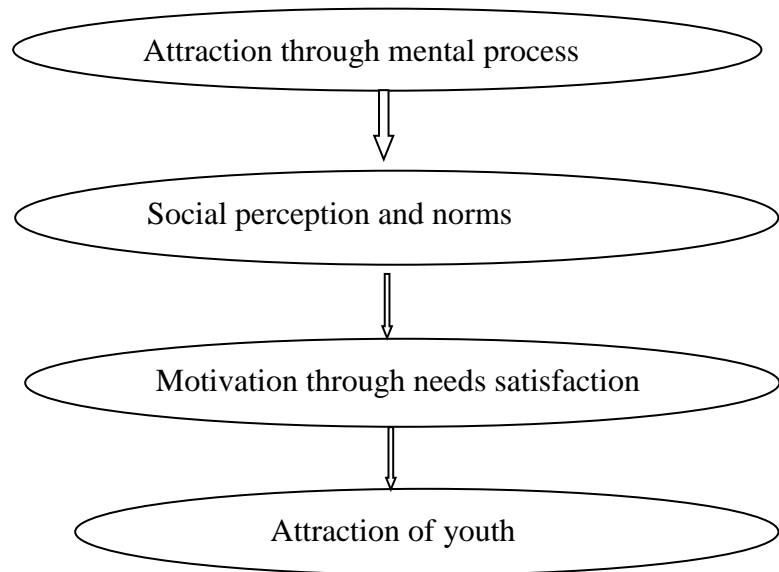
2.4.3 Maslow's Hierarchy of Needs

The study of human motivation and attraction has long been a subject of interest in psychology, sociology, and organizational behavior. Maslow's Hierarchy of Need (1943) provides a framework for understanding human motivation, while theories of attraction explain the psychological and sociological factors that influence preferences in relationships and career choices. This literature review examines the intersection of these two theories, exploring how Maslow's model can be applied to attraction in various domains.

Maslow (1943) proposed a five-tier model of human needs, arranged in a hierarchical structure: physiological needs, safety needs, love and belongingness needs, esteem needs, and self-actualization needs. Physiological needs include basic survival requirements such as food, water, and shelter. Safety needs encompass security and stability, including employment, health, and personal safety. Love and belongingness needs refer to relationships, social connections, and a sense of belonging. Esteem needs involve self-respect, recognition, and status, while self-actualization needs pertain to the fulfillment of personal potential and self-growth. Maslow (1970) later expanded on this hierarchy, suggesting that higher-order needs become more relevant only after lower-order needs are satisfied. This theory has been applied in various disciplines, including relationship psychology, career motivation, and security force recruitment.

The theory of attraction encompasses various psychological and sociological factors influencing human preferences and affiliations. Interpersonal attraction is influenced by physical, emotional, and social factors (Berscheida & Walster (1978). Maslow's love and belongingness needs explain why social affiliation and romantic relationships are crucial in human life. Individuals with unmet belongingness needs are more likely to seek social bonds (Baumeister & Leary, 1995). In terms of career and organizational attraction, Maslow's safety and esteem needs are particularly relevant. Research suggests that job seekers prioritize safety needs, such as job security and stable income, before considering esteem-related aspects, like career recognition (Herzberg, 1966). Military and police forces often attract individuals seeking discipline, respect, and a structured career path (Janowitz, 1977). Maslow's Hierarchy of Needs provides a valuable framework for understanding attraction in relationships, career choices, and organizational settings. Individuals are drawn to people, professions, and institutions that fulfill their hierarchical needs. Future research should further explore how these motivational needs interact with contemporary attraction theories, particularly in specialized fields such as security forces recruitment.

Maslow's Hierarchy of Needs provides a framework for understanding human motivation, which can be linked to theories of attraction, particularly in the context of youth within security forces. The hierarchy posits that individuals prioritize their needs, starting from physiological and safety needs, progressing to social belonging, esteem, and ultimately self-actualization (Kalliopuska, 1993; Taormina & Gao, 2013). Youth may be drawn to such positions not only for the fulfillment of basic security needs but also for the social belonging and esteem associated with being part of a structured organization (Sala, 1981). Furthermore, the satisfaction of lower-level needs enhances the pursuit of higher-level needs, suggesting that as youth find security in their roles, they may seek further social connections and personal growth within the security framework (Barling, 1981; Taormina & Gao, 2013).

Figure 2.1*Relation of Theories of Attraction*

Source: Adopted and modified from (Kalliopuska, 1993; Lavrichev, 2024; Qi, 2024)

Here is a visual representation of the relationship between Cognitive Theory, Behavioral Intention, Maslow's Hierarchy of Needs, and Youth Attraction to Government Security Forces. Each level shows a progression of influence, emphasizing how these theories collectively shape youth decisions.

2.5 The Gap Found From Literature Review

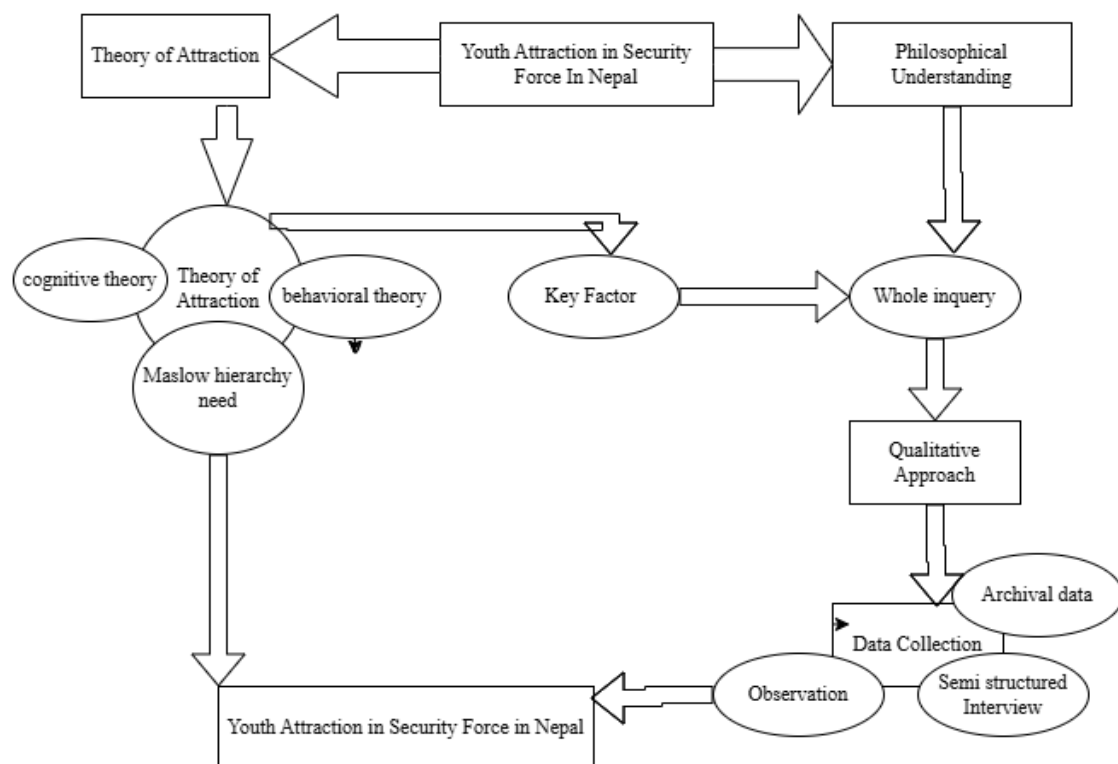
While global literature extensively covers youth attraction to security forces, highlighting job security and patriotism as key drivers (Eighmey, 2006; Subramanian et al., 2013), it largely overlooks Nepal's unique context. Studies from developed and developing nations (Wadham et al., 2014; Ajani & Oyekola, 2019) fail to address the specific interplay of Nepal's political instability, globalization, and foreign employment trends that shape youth preferences for the Nepal Police, Armed Police Force, and Nepali Army. Despite insights into gender and organizational factors elsewhere (Barsoum, 2016), their relevance to Nepal remains unexamined, leaving a critical gap in understanding localized motivators and barriers. This study aims to fill this void with targeted empirical analysis.

2.6 Conceptual Framework

The conceptual framework offers a "logical structure of connected concepts that help provide a picture or visual display of how ideas in a study relate to one another within the theoretical framework (Grant & Osanloo, 2014, p 17). It is not simply a string of concepts, but a way to identify and construct for the reader your epistemological and ontological worldview and approach of study .So here is given a blueprint of theoretical, philosophical, and methodological linkage to find the factors that determine of youth attraction towards the government security organization in the context of Nepal. Figure 2.2 illustrates the conceptual framework of my research process.

Figure 2.2

Conceptual Framework of Research Process



Source: Adopted and modified from (Kalliopuska, 1993; Grant & Osanloo, 2014; Lewis, 2015; Lavrichev, 2024; Qi, 2024)

This conceptual framework explores the factors influencing youth attraction to security forces in Nepal. At its core, the framework draws on the Theory of Attraction, supported by Cognitive Theory, which emphasizes the role of mental processes in decision-making (Parkin, 2014). It also incorporates Behavioral Intention Theory, explaining how internal and external stimuli shape actions (Ajzen, 1991), and Maslow's Hierarchy of Needs, which suggests that motivations like safety and belonging drive youth choices (Maslow, 1943). Moreover, the framework employs Critical Research to provide an in-depth evaluation of societal factors influencing this phenomenon (McLaren & Kincheloe, 2011).

A philosophical understanding further strengthens the framework, offering a reflective and comprehensive perspective. This philosophical foundation informs the whole inquiry process, which is necessary for a holistic exploration of youth attraction to security forces. The framework adopts a qualitative research approach to gather rich and detailed insights from archival data (Stake, 1995), and observations, to analyze real-world behaviors (Merriam, & Tisdell, 2016), and questionnaires or interviews, which capture firsthand insights into motivations and perspectives of youth (Flinder, 1997).

The central element of the framework is the key driver, which connects theoretical insights, philosophical understanding, and the qualitative research methods used. This driver encapsulates the essential motivators that lead youth to pursue careers in the security sector. Outcomes from data collection feed back into the framework, refining and enhancing understanding of youth attraction to security forces.

In summary, this conceptual framework integrates theoretical models, philosophical perspectives, and qualitative research methods to study the drivers behind youth participation in Nepal's security forces. It emphasizes the interplay of cognitive, behavioral, and motivational factors while validating findings through qualitative data.

CHAPTER III

RESEARCH METHODOLOGY

3.1 Research Methodology

According to Kothari (2004), research methodology includes defining the research problem, reviewing relevant literature, formulating hypotheses, collecting data, analyzing it using suitable techniques, and interpreting the findings. The methodology provides a rationale for the approach used, whether qualitative, quantitative, or mixed methods, and describes the tools and techniques employed during the research process (Creswell & Creswell, 2018). This chapter presents the research paradigm, research design, study location, number of participants, sampling procedure, research tools, data collection procedures, data analysis procedures, and ethical considerations applied in this research. The clear descriptions regarding these above-mentioned steps are presented below.

3.2 Research Paradigm / Philosophies

A research paradigm is a basic set of beliefs or worldviews about 'reality' that provides the researcher with a broad worldview and research methods (Creswell & Creswell, 2018). This belief or worldview is itself a paradigm (Denzin et al., 1994). The research paradigm consists of four basic premises/philosophies – ontology, epistemology, axiology (ethics), and methodology (Creswell & Creswell, 2018; Denzin et al., 1994). This research paradigm is a constructive research paradigm. The ontology of constructivism is a philosophical position that emphasizes how people construct their reality through cognition. It means that constructivism rejects the idea of a single reality. Since this research focuses on youth attraction to security forces, the researcher acknowledges that each participant's perception and motivation are shaped by their unique background, experiences, and social context.

Thus, the ontology here is that multiple realities exist, and knowledge is co-constructed through interaction between the researcher and participants. The study does not assume a fixed, objective reality but rather seeks to understand how different youths perceive and interpret the idea of joining security forces.

Researchers collaborate with different participants to build the knowledge as epistemological knowledge, used to interact with participants as a methodology and provide the value of each youth's argument of the participant in joining the security forces as an axiology of this study.

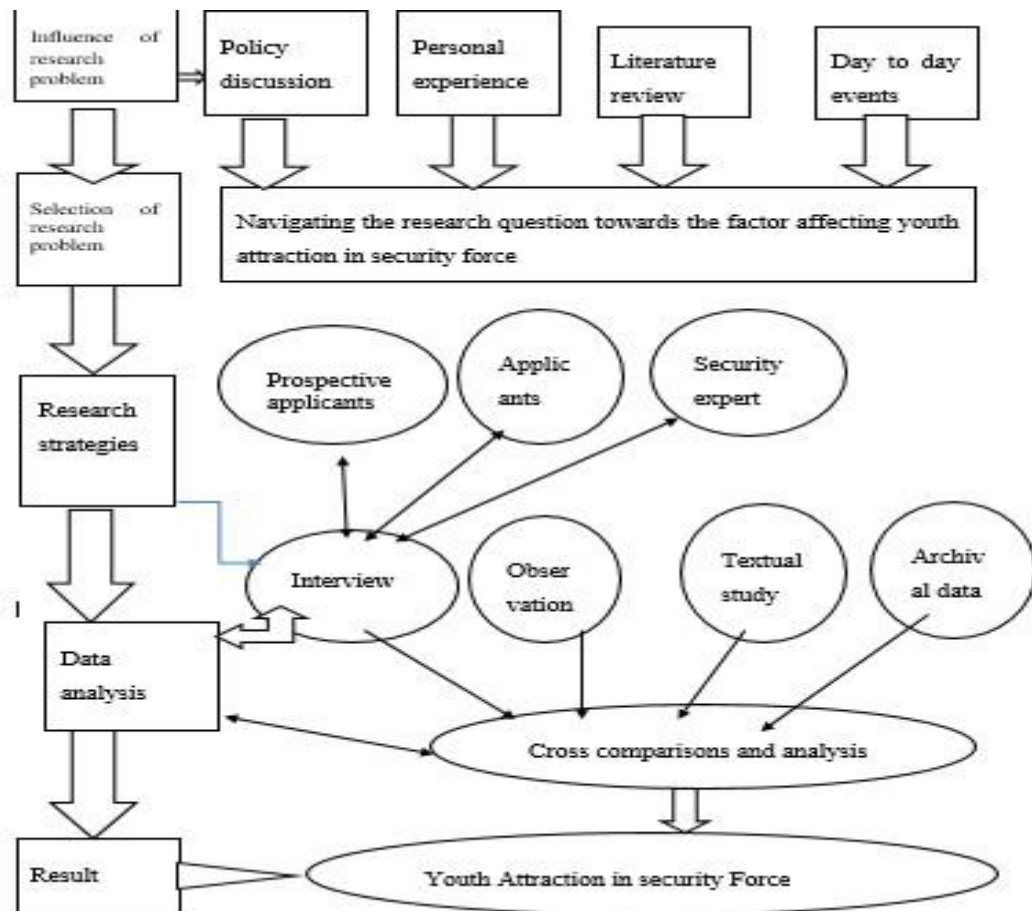
3.3 Research Approach

The research approach encompasses all strategies guiding researchers in conducting their investigation and selecting approaches and methods. For this research, the researcher adopted an inductive approach, a qualitative research method to analyze Youth attraction in the security force, in Nepal.

3.4 Research Design

A research design is a strategic plan that sets out the broad conceptual structure of research work focusing on research questions and the purpose of the study to proceed (Creswell & Creswell, 2018). It “situates researchers in the empirical world and connects them to specific sites, people, groups, institutions, and bodies of relevant interpretive material, including documents and archives ”(Denzin et al., 1994). The research design process of my study is given below.

The research design process illustrated in figure 3.1 provides a structured framework for investigating the factors influencing youth attraction to security forces in Nepal. It begins by identifying the various influences on the research problem, including policy discussions, personal experiences, literature reviews, and day-to-day events. Policy discussions offer insights into government regulations and recruitment policies, while personal experiences provide a subjective lens for contextualizing the issue. A literature review identifies theoretical gaps and informs the study's framework, while day-to-day events shed light on societal trends and real-world occurrences affecting youth perceptions. These elements guide the selection of a focused research problem, ensuring relevance and alignment with identified knowledge gaps (Creswell, 2014).

Figure 3.1*Research Design Process*

Source: Adapted and modified from (Denzin et al., 1994; Yin, 2014; Creswell & Creswell, 2018)

The study incorporates prospective applicants, current applicants, security experts, and policymakers. This diverse range of stakeholders ensures a holistic understanding of the factors influencing youth attraction to government security roles (Patton, 2002). Data is collected through various qualitative methods, including interviews to explore individual experiences, observations to capture real-world dynamics, textual studies of relevant documents, and case studies for in-depth insights into specific instances (Stake, 1995; Yin., 2014). These methods provide a rich and comprehensive dataset.

Data analysis involves cross-comparison and thematic analysis of the collected data to identify patterns and relationships across different sources. This rigorous analytical approach ensures the robustness and validity of the findings. Finally, the results synthesize the findings into

actionable insights, shedding light on the key factors driving youth attraction to government security forces. These insights are valuable for refining recruitment strategies and policy frameworks, contributing to both academic and practical applications (Yin, 2014).

In summary, this research design process exemplifies a systematic and rigorous qualitative framework. By integrating diverse methods and engaging multiple stakeholders, the study ensures depth and breadth in its exploration of youth attraction to government security roles. The structured approach enhances the reliability of the findings and provides valuable guidance for policymakers and practitioners in the field.

3.5 Participants. Study Location, Tools and Procedure of Data Collection

The matrix below shows details of my study location, sampling, participants, methods, tools, number and procedures.

Table 3.1

Matrix of Participants. Study Location, Tools and procedure of data collection

Participants of the study	Study location and sampling	Methods	Tools of data generation	Number of participants	Data collection procedure
NA, NP and APF, Nepal	Headquarters (HQ) of each	Archival data collection	Presenting archival data	10 years data	Filing
Prospective candidate	Kathmandu	Questionnaire Interview	Interview guidelines, diary	30	Record filing
Applicants	Recent Applicants in NA, NP and APF, Nepal	Questionnaire Interview	Interview guideline	Three applicants in each post in three organization	Record filing

Policymakers/ Security expert	Retired and working high- ranking security official	interview	Interview guideline	One from each organization	Audio recording and field note
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Source: Adopted and modified from (Stake, 1995; Patton, 2002; Creswell, 2014; Yin., 2014; Merriam & Tisdell, 2015; Creswell & Poth, 2018)

The matrix outlines a systematic methodology employed in the research, focusing on participants, study locations, data collection methods, tools, and procedures. This structured approach ensures a comprehensive exploration of youth attraction to government security forces, particularly focusing on the NA, NP, and APF, Nepal. Each aspect of the methodology is tailored to gather context-specific insights and ensure data reliability.

3.5.1 Participants of the Study

The study involves diverse participant groups, 8 participant (including 3 women) recent applicant in different rank in three different security force , 31 prospective candidates (including 14 women), and a key informant 3 from all security organization as expert. Institutional data from NA, NP, and APF, Nepal forms the foundation of enabling historical trend analysis of trends over 10 years (Creswell, 2014). Prospective candidates from Kathmandu are selected to provide insights into motivations and perceptions through questionnaire interviews, while current applicants represent individuals actively engaged in the recruitment process. Policymakers and security experts, both retired and working, provide strategic insights based on their professional experience.

3.5.2 Study Location and Sampling

The research utilizes multiple locations for targeted data collection. Each organization's HQs serves as a source for archival data spanning a decade. Prospective candidates are sampled from Kathmandu due to its central role in recruitment. Applicants are drawn from each organization's recent recruits, ensuring representation across NA, NP, and APF, Nepal. High-ranking policymakers and security experts are selected strategically, with one representative from each organization expert providing insights on policy and strategy (Patton, 2002).

3.5.3 Methods and Tools

Qualitative methods like a semi-structured interview schedule are employed to ensure a holistic understanding of the topic. Historical data serves as the primary source for the study and allows the examination of long-term trends (Yin, 2014). Semi-structured interviews with prospective candidates and applicants follow the interview guidelines and the use of diaries to capture detailed responses. Policymakers and security experts are engaged through in-depth interviews, leveraging audio recordings and field notes for data generation (Stake, 1995).

3.5.4 Data Collection Procedure

The data presented and described here were based on the historical document and the interview started on Sunday, January 15th, 2025, to January 29th, 2025. The data collection process is designed to ensure accuracy and comprehensiveness. For archival data, 10 years' worth of records from the HQs of NA, NP, and APF, Nepal, are analyzed systematically. Prospective candidates' interviews are recorded using diaries and structured guidelines, while recent applicants' responses are captured through interviews based on predetermined protocols. Policymakers and security experts are engaged through personal interviews, where audio recordings and detailed field notes used to ensure fidelity in capturing nuanced insights (Merriam & Tisdell, 2015)

3.6 Data-Collection Strategies

Since the study was qualitative, a sample of 42 participants, including 3 KI, was purposefully selected for data saturation. Semi-structured interviews (shown in appendices A, B, C, and D) were conducted among the participants and made them eligible and sufficiently knowledgeable to be study participants. The interviews were conducted face-to-face and were offered conversationally to make them as natural as possible. The intention was to put respondents at ease as they talked about their perceptions and experiences, expressing their views. Each interview was recorded using a tape recorder. The scheduling of interviews was arranged around times chosen by the participants so that interviews did not hamper their normal duties. Each interview took about 20 minutes. An interview guide, which was prepared beforehand, included a list of questions or issues that were to be explored. The guide helped the interviewer pace the interviews and to make the interviews more systematic and comprehensive.

3.7 Data Analysis Technique

Data analysis is an important function in qualitative inquiry .It is the summarization of large quantities of data into understandable information from which well-supported and well-argued conclusions can be drawn .It is a process of reviewing, cross-checking, summarizing, looking for patterns and themes, and making sense of the data (Creswell, 2007).

The data analysis process for this research involves systematically examining and interpreting the collected data to answer the research questions and achieve the study's objectives. Given the qualitative nature of the study, a combination of thematic analysis and basic descriptive statistics has been utilized.

Thematic analysis was the primary approach to analyzing qualitative data generated from interviews and questionnaires (Stirling, 2001). This involves familiarizing oneself with the data by reviewing transcripts, field notes, and audio recordings. Codes were assigned to meaningful data segments, which were grouped into broader themes such as "motivators," "barriers," and "organizational strategies." These themes were refined and validated to ensure they align with the research questions, and they were interpreted and supported with illustrative quotes from participants to provide deeper insights into the factors influencing youth attraction to security forces.

To enhance the reliability and validity of the findings, triangulation has been applied by cross-checking data from multiple sources, including interviews, and historical records (J. W. Creswell, 2007). This process ensures consistency and provides a comprehensive understanding of the research problem by qualitative insights.

By employing these techniques, the research aims to provide a detailed and nuanced understanding of the factors influencing youth attraction to security forces in Nepal contributing to informed policy recommendations.

3.8 Ethical Consideration

Ethics is defined as a matter of principled sensitivity to the rights of others (Tanga & Maphosa, 2018). In this case, ethical consideration protects the participants' fundamental rights, including respect for privacy while maintaining the highest level of confidentiality. Participants in the study were all encouraged to participate voluntarily without any fear. While conducting in-depth interviews, anonymity and confidentiality were maintained throughout and guaranteed. During

this research, the code of ethics of the American Psychological Association (APA) 7th edition is followed strictly. Full consent was obtained from the participants before the study.

This research is purely academic purpose and there is no sponsorship for the research purpose. Acknowledgment and intellectual property rights are reserved as per the law of the research during the entire process. The source and data were kept confidential as per the ethics of the research and everything was completed with honesty and transparency. Therefore this research is conducted by adopting the general principles of ethics as responsibility, justice, and respect for intellectual property rights, rules of consent, confidentiality, and privacy.

CHAPTER IV

FINDINGS AND DISCUSSION

This chapter presents the data which has been collected from archival documents, interviews, textual study and observation. Here is the result of the process of recording and data reduction. It describes the result of what the researcher saw, heard, and observed during research. This chapter consists of two parts such as finding and discussion.

4.1 Findings

This study aimed to examine youth attraction toward the security forces in Nepal based on their perceptions and motivation. It has examined youth perceptions and motivation toward security forces in Nepal based on their understanding of career choice and investigated the factors that shaped youth understanding.

The outcomes of this finding have been categorized into three distinct clusters: initially, to address the first inquiry, the researcher employed archival data about application trends within the security forces over the preceding decade; subsequently, to respond to the second, and third, inquiries, the researcher utilized direct interviews with youth participants and key informants. The interview framework encompasses all inquiries formulated under the research questions.

4.1.1 Application Trends over the Last Decade

Potential employee identification and selection are crucial issues in the security organization. Historical application trends over the period show the organizational choice and preference of individuals in different ranks. In this issue, Kulik and Perry (2023) have defined recruitment as a practice and activity carried out by organizations with the primary purpose of identifying and attracting potential employees. A vital component of recruitment is to convince individuals to apply for jobs in an organization. If a candidate does not apply in the first place, all the subsequent steps in the recruitment process become irrelevant. So determinants of organizational attractiveness are the first step of the recruitment

Over the past decade, three distinct security forces have proclaimed varying quantities of available positions; however, the researcher has exclusively focused on the general administrative ranks that encompass a substantial segment of the organizational structure. The

recruitment processes in other specialized fields have been disregarded due to their lack of significance within their respective organizations. Consequently, the analysis encompasses the application patterns of Constables, ASI, and Inspectors from the NP and APF, Nepal as well as Sainya and officer cadets from the NA, specifically examining the trends related to the number of vacancies and applications received. The application trend in three different security organizations has been given below. Details of vacancy and application data have been shown in Appendices E, F and G. Table 4.1 shows the application trend in the predefined rank over the last decade from 2071 B.S to 2080 B.S.

Table 4. 1

Application Trend (Ratio) in Security forces of Nepal over the last decade

Year(B.S)	Organization							
	NP			APF			NA	
	Constable	ASI	Inspector	Constable	ASI	Inspector	Sainya	Officer cadet
2071	13.1:1	26.1:1	18.3:1		31.5:1	12.6:1	8.2:1	28.8:1
2072	10.8:1	90.5:1		11.7:1			10.2:1	31.1:1
2073	21.2:1	34.4:1	33.2:1		61.3:1	13.8:1	13.9:1	30.2:1
2074	57.8:1	53.1:1	27.9:1	11.9:1			11:1	20:1
2075	6.7:1	45.8:1	24.8:1	9.9:1	10:1	12.1:1	3:1	18.9:1
2076	11:1	21:1	18.6:1	5.4:1	29:1	11.8:1	4.1:1	15.3:1
2077	17.8:1			30.8:1				29.6:1
2078	25.7:1	46.3:1	19:1	51.4:1	94.6:1	11.4:1	13.7:1	25.8:1
2079					61.2:1	6.3:1	9.5:1	16.8:1
2080		54.6:1	28.3:1	28.4:1	57.7:1	5.9:1	11.2:1	16.6:1
Average	14.6:1	39.7:1	24:1	16.6:1	41.4:1	9.9:1	9:1	22:1

Source: NP, APF Nepal, Recruitment and Selection Section, (2081) and NA, HQs Directorate of Public Relation and Information, (2081)

Table 4.1 illustrates application-to-vacancy ratios across Constable, Sainya, ASI, Inspector, and Officer Cadet Ranks, providing insight into application trends over the past decade. The analysis identifies three key themes: distinct variability in lower rank NCO application ratios, intense competition for mid-level positions JCO, and moderate yet consistent ratios for higher ranks CO.

4.1.1.1 Distinct Variability in NCOs Application Ratios

Non-commissioned rank Constable in NP and APF, and Sainya in NA exhibit significant fluctuations in application ratios, reflecting sensitivity to external socio-economic conditions. NP Constable Ratios peaked at 57.8:1 in 2074 and 25.7:1 in 2078, averaging 14.6:1, with notable increases during economic uncertainty, such as post-COVID years, highlighting job security as a primary draw for youth. APF Constable ratios similarly surged to 51.4:1 in 2078 and 30.8:1 in 2077, averaging 16.6:1. NA Sainya ratios also remained volatile, ranging from 3:1 in 2075 to 13.9:1 in 2073, averaging 9:1, indicating a consistent but less volatile appeal, potentially tied to the military's historical prestige. This variability indicates that applications for NCO in NP and APF show sharper fluctuations than NA. APF, Nepal seen as a most appealing job comparison to NP and NA in NCO rank.

4.1.1.2 Intense Competition for Mid-Level Positions

Mid-level ASI positions in NP and APF demonstrate exceptionally high application ratios. NP ASI ratios reached a striking 90.5:1 in 2072 and 54.6:1 in 2080, averaging 39.7:1, reflecting intense competition for limited vacancies. APF ASI ratios peaked at 94.6:1 in 2078, averaging 41.4:1, further emphasizing a pronounced preference for mid-tier opportunities. The absence of ASI data for NA precludes direct comparison, but the elevated ratios in NP and APF indicate that youth increasingly target mid-level entry points, driven by economic incentives and career advancement potential, despite constrained vacancy numbers. APF, Nepal seen as a most appealing job comparison to NP in ASI rank.

4.1.1.3 Moderate yet Consistent Ratios for Higher Ranks

Higher-ranking positions especially Inspector in NP and APF, and Officer Cadet in NA display more moderate and stable application ratios, reflecting stricter eligibility and shifting youth priorities. NP Inspector ratios averaged 24:1, peaking at 33.2:1 in 2073, while APF Inspector ratios averaged 9.9:1, with a high of 13.8:1 in 2073, suggesting lower appeal or accessibility compared to NP. NA Officer Cadet ratios averaged 22:1, peaking at 31.1:1 in 2072, indicating sustained interest, likely bolstered by prestigious opportunities such as UN peacekeeping missions. The data shows that APF inspectors and Officer Cadets are less appealing compared to NP inspectors in recent years. These consistent yet moderate ratios contrast with the volatility of lower ranks, suggesting that higher positions attract aspirational candidates,

tempered by barriers like educational requirements and limited vacancies, aligning with observations of declining interest among urban, educated youth.

The data reveals distinct application trends over the decade, with Constable Rank in NP and APF experiencing significant ratio spikes during economic instability (e.g., 2077–2078), reinforcing job security as a key motivator. The intense competition for ASI positions in both forces highlights a growing ambition among youth for mid-level rank, though limited vacancies amplify this pressure. Higher ranks, with stable ratios, attract fewer but consistent applicants, reflecting a balance between institutional prestige and structural constraints. These trends collectively indicate that while security forces remain appealing, the degree of competition varies by rank and organization over the decade.

Regarding the fluctuation of application trends over the last decade, KI from NP provided further insights into the reasons behind these trends. He stated

Over the past ten years, we've noticed clear shifts in how people apply to join us, reflecting Nepal's broader economic and social changes. For the Constable rank, we've seen huge surges in interest, like in 2074 and 2078, especially after tough times like post-COVID, showing how much our youth value job security at the Constable rank. The average competition sits around 14.6 applicants per spot. Mid-level ASI positions, though, are a different story sometimes, as high as 90.5 applicants per vacancy, averaging nearly 40, proof that young people are eager for a stable career with room to grow, even if openings are scarce. For Inspectors, things are steadier, averaging about 24 hopefuls per position, which tells us these commissioned roles draw ambitious candidates, though tougher requirements keep numbers in check. Our challenge is meeting this enthusiasm with the opportunities we can provide.

Similarly, KI from APF, Nepal, stated that

Over the past decade, APF has stood out as a career choice, though the pressure differs across ranks. For Constable Positions, we've seen massive interest peaking in 2078 and 2077, especially during uncertain times, suggesting we're a top pick for stability, averaging around 16.6 applicants per vacancy. The real intensity comes at the ASI level, where competition has soared once hitting 94.6 hopefuls per spot and averaging over 41 emphasizing how much young people see this as a key step up, despite limited openings. Inspector rank, on the other hand, are less crowded, averaging just under 10

applicants per position, suggesting that while the role has respect, it's not as accessible or sought-after as in NP. We're proud to be so appealing but need to tackle the draining at mid-level recruitment."

Similarly, regarding the youth application in different ranks in NA, KI from NA stated that

Nepali Army's unique pull and the recruitment challenges we face. For Sainya, our entry-level rank, interest swings dipping as low as 3 applicants per spot in 2075 and climbing to nearly 14 in 2073 averaging about 9 per vacancy, less erratic than other forces, likely to our long-standing reputation and tough selection process. Officer Cadet Positions hold steady, averaging around 22 applicants per vacancy, with a stronger interest in some years, like 2072, fueled by the prestige of roles like UN peacekeeping and its long history. However, we've seen fewer urban, educated youth possibly due to stricter standards or changing ambitions.

The application trends over the past decade reveal Nepal's security forces as highly competitive yet unevenly appealing. NP and APF face volatile, intense demand at lower and mid-level ranks, driven by job security and career ambitions, while NA shows steadier, prestige-based interest. Limited vacancies and socio-economic pressures amplify inconsistencies, with APF, Nepal emerging as a standout choice, though higher ranks across all forces reflect declining allure among educated youth, signaling a need for strategic recruitment adjustments.

4.1.2 Key Determinants

Respondents of this study involved Youth aged from 17 to 24 as the active prospective candidates, recent applicants, and some key informants of the security experts and policymakers. In the interview, found that most of the youth had both positive and negative perceptions/motivations for a choice of security force career. (Michel & Taylor, 2014) says motivation is concerned with the strength and direction of behavior and the factors that influence people to behave in certain ways. He further says the term motivation can refer variously to the goals individuals have, the ways in which individuals choose their goals and how others try to change their behavior. Likewise perception is "the process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment"(Robbins & Judge, 2024, p.209).The youth's positive perception and motivation were: job security, patriotism, social prestige, and career opportunity. The youth's negative perception and understanding were identified as: no financial security, limited career growth,

political influence, workload, lack of family and social life i.e. isolation from family, strict discipline limiting other opportunities, and risk of life or danger of life.

4.1.2.1 Job security

The motivation to join the security forces can be linked to various factors that resonate deeply with an individual's values, aspirations, and societal outlook. Job security is the most appealing factor in public service, and the security force job is one of them. Most of the recent applicant in different security forces has a common voice and stated that

A career in the security forces is often considered stable, with assured continued financial income, benefits, and pension plans. Such stability makes me a more attractive option. I belong to a lower economic background and am seeking job security so that I can continuously solve my and my family's daily life even in times of crisis.

“For those in economic uncertainty, the job remains attractive, but for academically sound individuals with financial options, the compensation is insufficient. “Without competitive salaries and career incentives, only job security could not attract youth like me,” one participant said.

4.1.2.2 Patriotism

Patriotism is the love, devotion, and loyalty that an individual feels toward their country. It involves a sense of national pride, respect for the nation's values, culture, and traditions, and a willingness to contribute to its well-being. Joining the security forces provides an avenue to serve one's country, which aligns with a sense of national pride and loyalty. This intrinsic motivation, stemming from the desire to contribute to national defense and uphold sovereignty, is a driving factor to apply in the security forces in Nepal. One of the recent applicants has an interest in serving the nation by joining the security organization and stated: “My passion for protecting our country and contributing to its stability inspires me to join the security forces, where I can actively uphold our sovereignty and honor our shared heritage.”

4.1.2.3 Social Prestige

The societal respect and recognition associated with being part of the security forces also serve as a powerful motivator. Members of these forces are often regarded as role models for their

courage and dedication. The recent applicant stated that “being a member of the security force is pride for me and my family. If have been selected, my family also feel prod within my society”.

Another participant studying for a Bachelor's Degree in Law Campus has a different notion and stated that:

My friend went for foreign employment earning good money and his family's living standard is being improved but some join in security force jobs have not improved their family living standard and face day-to-day basic needs. Some friends joining in private sector also have good salaries and they also have good living standards now. So I am not interested in joining security as a career option.

The allure of societal respect motivates some to join security forces, as seen with one applicant who views it as a source of pride. However, another perspective reveals the economic drawbacks; a law student notes that security jobs may not improve living standards, contrasting with the financial benefits observed in foreign employment or private sector jobs, thus deterring interest in security careers.

4.1.2.4 Career Opportunities

Career opportunities encompass a wide array of paths and positions in the security force where individuals can leverage their skills, education, and experience. One of the participants stated that

The security forces provide extensive training, skill development, and opportunities for advancement, making it a compelling choice for long-term career development. Some of my relatives joined security forces of lower rank and retired from officer rank due to the extensive career opportunities. The structured pathways for promotion and specialization attract me to apply for the security force job.

However, some of the respondents seeking good career options have different notions regarding career opportunities in the security force and stated that

My senior relative who joined APF, Nepal as an Inspector rank has not been promoted to an upper rank. I was studying in primary school while he was joined in APF, Nepal.

Till now he has been working in Inspector rank due to the lack of career opportunities. If he has served in other agencies, he could get further promotion opportunities as per his competency. I think a career in a security force like APF, Nepal is limited so I have not thought to apply for a security force job.

The security forces offer have clear paths for career advancement, as one participant appreciates the potential for growth from lower ranks to officer levels. However, another participant's experience with a relative in the APF, Nepal, indicates stagnation at the Inspector rank, suggesting limited promotion opportunities which discourages some from pursuing a career in security forces.

4.1.2.5 Organizational Image

An organization's image plays a pivotal role in attracting young talent to choose it as a career path. A company with a positive reputation for innovation, ethical practices, and social responsibility is particularly appealing to the youth, who often seek workplaces that align with their values. The culture of the company, especially if it promotes inclusivity, diversity, and flexibility in work arrangements, can make it a magnet for young professionals who value a balanced work-life dynamic. Moreover, if the organization is known for providing clear pathways for career advancement, mentorship, and professional development, it becomes an attractive place to grow one's career

Similarly, the nature of an organization's culture and values may also influence the choice of career path in the security forces. Applicants of three different security forces had different empirical understandings regarding the choice of security force job. one participant applying for the Second Lieutenant in the Nepali Army “Nepal Army has a long history of protecting the nation since the time of late King Prithvi Narayan Shah and having a great contribution to UN. Opportunities to serve in UN is great pride like us”. Likewise, the Applicant of NP stated that “Maintaining law and order by NP is significant for the development of the country. Civil police have a paramount role in maintaining law and order than other agencies so I have decided to apply in the vacant post of NP.” Similarly, one participant who applied for APF Nepal said that

Within the very short period of its establishment, APF, Nepal, has played a great role in securing the international border and rescuing disaster victims. APF, Nepal's role during the pandemic was pivotal, as I observed in the border area.

The image of an organization, particularly its alignment with values like innovation and social responsibility, significantly influences career choices among the youth. In Nepal's security forces, the Army's historical prestige and UN service, the Nepal Police's role in law enforcement, and the Armed Police Force's contributions to border security and disaster response each offer unique appeals. However, the attractiveness of these institutions might be tempered by concerns over career stagnation, limited promotion opportunities, or less flexible work cultures not explicitly mentioned but implied by the diverse motivations of applicants.

4.1.2.6 Overseas Opportunities

The phenomenon of being influenced and motivated by the achievements and characteristics of others is a prevalent aspect of human behavior. Individuals originating from underdeveloped nations frequently find themselves encouraged to pursue employment opportunities abroad upon witnessing peers attain superior positions, enhanced salaries, or improved living standards. The dynamics of social networks and familial encouragement serve as primary catalysts for an individual's decision to seek work overseas. A significant number of participants agreed with the notion that a considerable portion of youth contemplating migration is influenced by friends or neighbors who have established themselves in foreign countries. One participant said, “In light of the present circumstances in Nepal, migrating abroad has evolved into a trend and social phenomenon that propagates from one individual to another,” so I have no thought to choose a career in the security force.”

Similarly, another participant said that

When I was a child, I was motivated to join any security force in Nepal but now my parameters and decisions have been changed. Globalization has given ample opportunities to youth like me so I have decided to more advanced and sophisticated life by doing hard work by pursuing a foreign job. My competency would not like to be limited with one organization. I am a product of Generation Z and a native of science and technology.

The allure of overseas opportunities significantly influences career choices, particularly among Nepali youth who are motivated by the successes of peers abroad. Social networks and family play crucial roles in encouraging migration for better jobs, higher salaries, and improved living conditions. This trend has shifted some individuals' aspirations away from local security forces towards international careers, as globalization offers broader, more sophisticated opportunities.

This shift is especially pronounced among tech-savvy Generation Z individuals who seek to expand their competencies beyond national boundaries.

4.1.2.7 Quality of Life and Dreamed Lifestyle

Nepali families exhibit a significant reliance on one or two income sources, as the cultural framework does not typically support independent living. The remuneration of a single individual is insufficient to sustain a family and provide an adequate quality of life for all members. Upon entering the workforce, individuals are compelled to aspire toward an improved standard of living; however, the prevailing salary of the security personnel renders this aspiration increasingly challenging, given that living expenses are elevated due to the reliance on imported goods. The interviewer articulated dissatisfaction with the prevailing quality of life in Nepal, highlighting issues related to access to fundamental necessities, healthcare, and overall living standards. Numerous respondents indicated that the pursuit of a superior lifestyle proves challenging to realize within a security job, which fuels their desire to emigrate. One participant remarked,

I have resided here for an extended period, during which I have seen some of my friends recruited into security force jobs resign due to the difficulty they have in maintaining the quality of their lives and families, and are planning to go for foreign jobs. The salary paid by the government does not fulfill the basic needs, so I am not seeking a security force job as my career choice.

Another prospective candidate asserts that

The equivalent investment of time and skill abroad yields greater productivity than in Nepal. The remuneration paid by the government to the security personnel is very low compared to the workload. Serving in the security force job without having a family life and social life, isolation from the family, and strict discipline limits other opportunities.

In the line of participants' voices, one of the KI responded that

Due to the chain of command and strict discipline, the talented personnel will not get further abroad as well as consultancy services. Security forces have a strict code of

conduct and limited competency by code of conduct, so most of the applicants in recent years are from lower levels of economic background and middle-class educated youth.

The cultural norm of financial dependence on limited income sources makes achieving a satisfactory quality of life within the security forces challenging. Participants note that government salaries for security personnel are inadequate for covering basic family needs, leading to dissatisfaction and a drive to seek better-paid opportunities abroad. The strict discipline and limited personal freedom inherent in security jobs further deter individuals, especially those from middle-class or economically disadvantaged backgrounds, who seek both financial stability and a balanced lifestyle. This scenario underscores a broader trend where talented individuals pursue careers outside Nepal for better life prospects.

4.1.2.8 Nepotism

Security organizations are often comprised of relatives and peers, as nepotism is assumed to guarantee trust and loyalty in posting and promotion. So, taking favors and misusing power for one's benefit have been taken as normal procedures while performing the task. Many people get jobs due to their connection with the concerned parties or some benefits in exchange. One of the undergraduate respondents says

You need to have connections with powerful people to get any work done or to get promoted, If not you will struggle in the same position for years. Many interviewees consider nepotism as a problem while seeking a career in the Security force in Nepal.

Nepotism within Nepal's security organizations is seen as a common practice where trust and loyalty are prioritized through familial and social connections, often at the expense of merit. This culture leads to favoritism in job allocation and promotions, making career progression difficult for those without influential connections, as highlighted by a young interviewee. This systemic issue discourages many from pursuing careers in these forces, viewing the path to advancement as unfairly obstructed by nepotistic practices.

4.1.2.9 Negative Information

Several factors might influence how job seekers interpret information from non-organization sources before the beginning of active application. Job seekers might interpret, encode, and weigh information about job and organizational attributes differently depending on whether the

information is positive or negative. The category diagnosticity approach (Skowronski & Carlston, 1992) explains that negative information is more diagnostic than positive information and generally is more useful for forming impressions; thus, job seekers are likely to weigh negative information more heavily than positive information. Further, according to the accessibility-diagnosticity perspective (Lynch, Jr. et al., 1988) stated that when such highly diagnostic information is present, it reduces the impact of information that is easily retrieved from memory information that would otherwise have a strong impact on attitudes. This suggests that job seekers use different cognitive processes to weigh positive and negative information about recruiting organizations. Negative information from a peer or a media article will have a greater impact on job seekers' organizational attraction than positive information from the same source. One of the KI responded that

Negative information from a peer or a media article will have a greater impact on job seekers' organizational attraction than positive information from the same source, 1 week after exposure. Negative information from social media will have a greater impact on applicant attraction and attribute recall when it comes from a peer than when it comes from a media article, and this effect will be greater for positive information than for negative information.

The key issue regarding women's participation in the security force is the widespread due to deeply deep-rooted societal gender norms. Most of the women participants have the same voice. They stated that

Societal perception of the military as a "man's domain often discourages women from joining and families may also oppose their participation due to cultural expectations and concern about safety. Maternity leave, Sexual harassment prevention, and career progression pathways specially tailored to women impact to decision to choose a career choice in the security force.

Negative information significantly impacts job seekers' perceptions of Nepal's security forces, overshadowing positive aspects due to cognitive biases favoring negative data. Issues like nepotism, gender norms deterring women, and poor financial prospects compared to foreign jobs further reduce appeal. To attract youth, the security sector must address these by promoting merit, inclusivity, and offering competitive career paths.

In conclusion, youth attraction to security forces in Nepal is influenced by a complex back-and-forth of positive and negative factors. While job security, patriotism, social prestige, and career opportunities serve as strong motivators, concerns over financial security, career stagnation, political influence, and work-life balance deter many from pursuing this career path. The lure of better financial prospects abroad further impacts recruitment, as many perceive foreign employment as offering a higher standard of living and professional growth. Additionally, issues such as nepotism, negative media influence, and gender-based societal norms further shape career decisions. Addressing these challenges requires institutional reforms, competitive remuneration, and career growth opportunities within Nepal's security sector. Ensuring meritocracy, reducing political interference, and fostering an inclusive work environment can enhance the appeal of security forces, making them a more attractive career option for Nepali youth.

4.1.3 Strategy to Improve Attraction

Security forces play a pivotal role in maintaining national stability and law enforcement. However, Nepal's security organizations struggle to attract competent and talented youth due to systemic issues such as low wages, limited career growth, unfavorable working conditions, and a lack of transparency in recruitment. Improving the attractiveness of jobs in Nepal's security organizations requires a multi-faceted strategy that addresses both systemic issues and the aspirations of the youth.

4.1.3.1 Modernizing Recruitment Processes

Participants expressed dissatisfaction with Nepal's bureaucratic recruitment system, emphasizing the need for a more efficient and transparent process. One prospective applicant stated "The recruitment process is slow and lacks clarity. If there were an online system with real-time updates, more educated youth would consider applying".

However one of the KI has just opposed the other participants' understanding regarding the recruitment process and said that "Digitizing recruitment by introducing an online application portal, transparent selection criteria, and real-time application tracking is practiced. This aligns with best practices observed in developed security institutions".

There exists a significant discrepancy in the perception of recruitment modernization within Nepal's security forces. While many criticize recruitment for being slow and lacking

transparency, suggesting an online system for better engagement, one key informant claims that such modern practices are already implemented, including digital applications and transparent criteria. This contradiction might indicate either poor communication of existing systems or varied implementation across different parts of the institution.

4.1.3.2 Competitive Salaries and Incentives

A common theme in participant responses was dissatisfaction with low salaries. One prospective applicant stated that “my friends who went abroad earn three times more than what security forces offer. Without competitive salaries, why would I stay”?

KI also suggests that “it is real-time to restructure salary to align with market rates and foreign employment trends. Benefits such as health insurance, housing allowances, and education support for children should be provided”.

Participants in Nepal's security forces recruitment discussions express significant discontent with the current salary levels, noting that they are uncompetitive compared to international opportunities. One applicant highlighted that peers earn much more abroad, questioning the rationale for staying. Key informant interviews KI support the need for immediate salary restructuring to match market and foreign employment rates. Moreover, there's a call for enhanced benefits like health insurance, housing allowances, and educational support for children to make the job more attractive to potential recruits.

4.1.3.3 Faster Promotions and Merit-Based Career Progression

Prospective applicants expressed concerns about slow career advancement in security forces. One applicant stated, “Promotions should be based on merit, not just seniority. If there were a structured system for skill-based progression, I would be more interested”.

Regarding the promotion, one KI said.

Delaying promotion for a long period is a negative reference in some security organizations, and youth are taking it as a reference, having no career in the security force, and it has seen its effect of making it difficult to attract sound and qualified personnel. So, proper career planning is required to attract more youth to the security force

Prospective recruits for Nepal's security forces are deterred by slow promotions and a seniority-based rather than merit-based career progression system. An applicant emphasized the need for a skill-based advancement structure to attract more interest. KI emphasized that delayed promotions negatively impact the perception of career prospects, making it challenging to attract qualified individuals.

4.1.3.4 Public Awareness Campaigns and Community Engagement

Many participants felt that the security forces' image needed improvement. A prospective applicant mentioned, "The media often focuses on the negative aspects of security jobs. There should be campaigns showcasing career benefits".

Participants believe the image of Nepal's security forces requires enhancement due to negative media portrayal. They suggest campaigns to spotlight the career benefits and honor of serving. Key informants advocate for leveraging social media and public outreach to share success stories and improve perception

4.1.3.5 Collaborations with Universities

Prospective applicants suggested integrating security-related courses in educational institutions. One interviewee stated, "If universities offered criminology or forensic science courses, and national security with pathways to security jobs, more students would consider this career".

Prospective security force recruits advocate for university collaborations to integrate relevant courses like criminology and forensic science, national security which could lead directly to security careers. This approach would potentially increase interest among students by providing clear educational pathways to employment in security roles, effectively bridging the gap between academic training and professional opportunities.

4.1.3.6 Depoliticizing Recruitment and Promotions and Transfer

A recurring concern among participants was political interference in recruitment, posting, and transfer. Many applicants remarked that "merit should matter more than political connections. Otherwise, skilled youth will continue to look elsewhere". In this regard, one KI said that

Recruitment is fair and transparent by the constitutional provision of service commission in each security force so political interference in recruitment has not been countable for decades but transfer and promotion are affected by political interference and interest mainly in law maintaining security force.

Discussions are concerned about political interference, particularly in postings and transfers, which they feel undermines merit-based selections. While one key informant argues that recruitment itself is fair due to constitutional oversight by service commissions, they acknowledge that political influence significantly affects transfers and promotions, especially in law enforcement agencies. This discrepancy suggests that while entry might be meritocratic, career progression remains politically influenced, deterring skilled youth from pursuing or staying in these careers.

4.1.3.7 Encourage Women's Participation

Encourage female participation by actively promoting gender diversity by creating a safe and supportive environment for women, including maternity leave, childcare facilities, women-supportive infrastructure, and anti-harassment policies. One prospective applicant said that “Conduct awareness programs to change societal perceptions about security jobs being unsuitable for certain genders or social groups. There is a misconception that is not a supportive environment for women.

Regarding women's participation in the security force, one KI said

Women's participation in each security force has been increasing over the decade but but not satisfactorily. The application of women is low compared to boys, and in many cases, women do not pass the provisional requirement. So we need to make further efforts to attract more women applicants.

Women have joined over the last decade, yet numbers remain below satisfactory levels due to lower application rates and challenges in meeting provisional requirements. There's a clear need for further initiatives to attract more female applicants and alter public perceptions.

4.1.3.8 Skill Development Programs

Facilitate complimentary or subsidized training initiatives to assist candidates in fulfilling the physical, technical, and cognitive prerequisites for recruitment. One of the participants articulated that

I am actively pursuing skill enhancement training in accordance with the stipulated selection criteria. My academic program does not align effectively with the necessary requirements. Several of my peers also encounter a similar challenge. Should security organizations establish complementary pre-application advisory services, it could significantly assist them.

To meet recruitment standards, security forces should offer or subsidize training programs for physical, technical, and cognitive skills, as many candidates find their academic background insufficient. Participants suggest pre-application advisory services to better prepare applicants.

4.1.3.9 Highlight National Pride and Service

Patriotic appeals emphasize the role of security forces in nation-building, disaster response, and maintaining peace to attract youth motivated by a sense of duty and patriotism. One of the participants stated that

We are the people of Generation Z and native in science and technology. The importance of different security organizations is not well known. I came to know by interviewing with you. So I think patriotic appeal might attract more youth as a career choice than other services.

The researcher my self-observed the Attari-Wagah Border Ceremony between India and Pakistan border, thousands of people gathered to observe the ceremony in the Attari border Amritsar and hutting in favor of the Border Security Force (BSF). At the same time, researcher asked the one graduate youth and he said “BSF is the first line of defense of India and this ceremony motivated me to join the BSF. I hope I will meet the all criteria and succeed in the exam”.

Patriotic appeals can attract tech-savvy Generation Z by highlighting the role of security forces in national pride, disaster response, and peacekeeping. Observations at the Attari-Wagah

Border Ceremony showed how such events can inspire youth to consider careers in security forces out of a sense of duty and national pride.

In conclusion, attracting competent youth requires a multidimensional approach like recruitment transparency remains a critical concern, with participants advocating for a streamlined, digitized process, although expert interviews suggest that digital mechanisms are already in place but lack awareness and efficiency. Competitive remuneration aligned with market standards, alongside structured career progression based on merit, is imperative to attract talent. The study highlights the significance of modernized working conditions, including improved infrastructure and safety provisions, to mitigate deterrents. , fostering positive public perception through strategic awareness campaigns can counter negative stereotypes surrounding security careers. Institutional collaborations with universities and facilitating complimentary or subsidized training initiatives before application are vital for bridging the education-to-employment gap. Moreover, gender inclusivity measures, such as maternity benefits, are essential to encouraging female participation. Lastly, mitigating political interference in the promotion of patriotic narratives can strengthen institutional credibility can inspire more youth to pursue a security force career.

4.2 Discussion

This section critically examines the study's findings regarding youth attraction to security forces in Nepal and compares them with existing literature and theoretical review. Major findings of this research on application trends over the last decade, key factors like positive and negative motivator factors, and countering strategies to attract youth by policy recommendations are analyzed using relevant theories, including Maslow's Hierarchy of Needs, the Theory of Planned Behavior, and Cognitive Theory.

4.2.1 Application Trend over the Last Decade

The application trends in NP, APF, Nepal, and NA over the past decade (2071–2080 B.S.) reveal a dynamic interplay of socio-economic conditions, institutional appeal, and youth aspirations. The findings indicate distinct variability in NCO ranks like Constable and Sainya, with NP Constable ratios peaking at 57.8:1 in 2074 and APF Constable at 51.4:1 in 2078, averaging 14.6:1 and 16.6:1 respectively, while NA Sainya averaged a lower 9:1 with less fluctuation (Table 4.1). Mid-level positions, such as ASI, showed intense competition, with NP peaking at 90.5:1 in 2072 and APF at 94.6:1 in 2078, averaging 39.7:1 and 41.4:1 CO ranks,

including Inspector and Officer Cadet, exhibited more moderate and stable ratios, averaging 24:1 for NP Inspector, 9.9:1 for APF Inspector, and 22:1 for NA Officer Cadet. These trends reflect varying levels of appeal and accessibility across ranks and organizations, influenced by economic instability, job security demands, and institutional prestige.

Comparatively, global literature supports these patterns. Research from Nigeria and Egypt highlights increased interest in government security jobs during economic downturns, driven by job security needs (Ajani & Oyekola, 2019; Barsoum, 2016), mirroring Nepal's spikes in NCO applications post-COVID (2077–2078). Conversely, Western contexts like the United States and Australia show declining security force applications during economic booms, as youth favor private-sector opportunities offering flexibility and higher pay (Eighmey, 2006; Wadham et al., 2014). Nepal's trends align more closely with developing economies, where economic uncertainty amplifies the appeal of stable government jobs. For instance, NP and APF Constable surges during economic crises underscore this, while NA's steadier Sainya ratios suggest a prestige-driven consistency less tied to economic flux.

Maslow's Hierarchy of Needs (1943) provides a theoretical lens for these trends. During economic hardship, youth prioritize safety needs job security and basic income explaining the high NCO application ratios in NP and APF during 2074 and 2077/2078, as these roles require minimal qualifications and offer immediate stability. This aligns with Maslow's assertion that lower-order needs dominate until met, a pattern echoed in developing contexts (Subramanian et al., 2013). However, the intense competition for ASI positions suggests a shift toward belongingness and esteem needs, as youth seek mid-level roles promising career progression and social status, despite limited vacancies. The moderate CO ratios indicate a pursuit of esteem and self-actualization, tempered by stricter educational and eligibility barriers, resonating with declining interest among urban, educated youth noted in the findings.

The Theory of Planned Behavior (Ajzen, 1991) further elucidates these trends by highlighting how attitudes, subjective norms, and perceived behavioral control shape application decisions. Economic instability enhances positive attitudes toward security jobs as reliable options, particularly for NCO ranks, while social norms family or peer encouragement may amplify mid-level ASI applications, seen in their high ratios. Perceived control, however, varies: accessible NCO entry points boost applications, whereas CO rank stringent criteria reduce perceived feasibility, stabilizing their ratios. This aligns with Cable and Turban's (2001) employer knowledge framework, where familiarity with security forces and perceptions of job

attributes (e.g., stability for NCOs, prestige for COs) drive attraction, though negative perceptions like disparity and corruption deter some.

Nepal's unique context refines these insights. Unlike Western declines tied to economic prosperity, Nepal's persistent unemployment (19% youth rate, CBS, 2025) and foreign job allure sustain security force appeal, albeit unevenly. APF's standout NCO and ASI ratios suggest a stronger institutional image, possibly tied to its disaster response role, while NA's moderate trends reflect historical prestige over economic opportunism. NP's volatility across ranks indicates broader accessibility but inconsistent draw. These findings diverge from developed nations' emphasis on self-actualization (Eighmey, 2006), underscoring Nepal's focus on survival and security needs amid globalization and political instability, as noted in the literature gap.

In conclusion, Nepal's security force application trends over the decade reflect a complex response to socio-economic pressures and institutional factors. High NCO variability, intense JCO competition, and stable CO ratios align with global patterns. Theoretical frameworks like Maslow's and Ajzen's illuminate these shifts, emphasizing survival motives and behavioral influences, yet Nepal's socio-cultural and economic realities persistent unemployment and foreign job competition distinguish its trajectory, necessitating tailored recruitment strategies.

4.2.2 Key Determinants

The findings reveal a dual landscape of positive motivators job security, patriotism, social prestige, and career opportunities and negative deterrents no financial security, limited career growth, political influence, workload, isolation, strict discipline, life risks, overseas opportunities, quality of life, nepotism, and negative information. These insights, drawn from interviews with youth aged 17–24, recent applicants, and key informants, reflect a complex interplay of personal aspirations, socio-economic realities, and institutional perceptions in Nepal.

4.2.2.1 Positive Motivators and Global Comparisons

Job security emerges as a primary motivator, with applicants valuing the stability, benefits, and pensions offered by security forces, especially during economic uncertainty. This aligns with research from developing contexts like Egypt and Nigeria, where government jobs are prized for long-term security despite modest pay (Barsoum, 2016; Ajani & Oyekola, 2019).

Patriotism, though secondary, drives some youth, particularly for APF, Nepal, echoing findings from Israel and India where national pride fuels military enlistment (Ben-Shalom et al., 2024; Subramanian et al., 2013). Social prestige, highlighted by an applicant's pride in family and societal recognition, mirrors trends in Nigeria, where security roles confer respect (Ajani & Oyekola, 2019). Career opportunities, with structured training and advancement potential, attract some, resonating with U.S. studies where skill development enhances appeal (Eighmey, 2006). However, unlike Western contexts prioritizing personal growth, Nepal's motivators lean heavily on survival and esteem needs, reflecting its economic challenges.

4.2.2.2 Negative Deterrents and Contextual Divergence

Financial insecurity, despite job stability, stems from low salaries insufficient for urban living, a concern less prominent in Western studies where benefits offset pay (Eighmey, 2006). Political influence and nepotism, as voiced by participants frustrated with stalled promotions and favoritism, align with Lebanon and Nigeria, where corruption erodes trust (Yassin & El Solh, 2017; Ajani & Oyekola, 2019), but diverge from merit-driven systems in Canada (O'Brien & Rahmani, 1995). Limited career growth, exemplified by an APF Inspector's stagnation, contrasts with U.S. findings emphasizing advancement (Eighmey, 2006), highlighting Nepal's seniority-based bottlenecks. Overseas opportunities and quality-of-life aspirations, fueled by globalization and peer success abroad, reflect a Generation Z shift absent in less mobile contexts like Egypt (Barsoum, 2016). Workload, isolation, and risks further deter youth from valuing flexibility, a trend more pronounced in Nepal than in militarized societies like Israel (Ben-Shalom et al., 2024).

4.2.2.3 Theoretical Insights

Maslow's Hierarchy of Needs (1943) frames these factors hierarchically. Job security addresses safety needs, driving applications during instability, while patriotism and prestige fulfill belongingness and esteem, though their appeal decreases among urban youth seeking self-actualization abroad. Deterrents like financial insecurity and limited growth block progression beyond safety, aligning with Maslow's progression principle. The Theory of Planned Behavior (Ajzen, 1991) explains behavioral intent: positive attitudes toward stability and prestige boost attraction, but negative subjective norms (e.g., political interference, gender norms) and low perceived control (e.g., nepotism, overseas allure) reduce it. Social Identity Theory (Tajfel & Turner, 1986) supports prestige and organizational image as motivators, with

NA's UN role or APF's disaster response enhancing group identity, yet negative perceptions nepotism, poor lifestyle fracture this alignment. Cognitive Theory underscores how negative information, weighted heavily per the category diagnosticity approach (Skowronski & Carlston, 1992), overshadows positives, especially via peer and media influence.

4.2.2.4 Nepal's Unique Context

Nepal's 19% youth unemployment rate (CBS, 2025) amplifies job security's pull, unlike Western declines during prosperity (Wadham et al., 2014). Political instability, frequent government changes, and foreign job trends unexplored in many global studies uniquely erode patriotism and trust, as participants noted. Gender norms deterring women, rooted in societal views of security as a "man's domain," echo Egypt (Barsoum, 2016) but contrast with Canada's inclusivity (O'Brien & Rahmani, 1995). Organizational image varies NA's historical prestige, NP's law enforcement role, and APF's border security appeal yet negative factors like strict discipline and isolation, intensified by Nepal's cultural reliance on family income, distinguish it from militarized or affluent contexts.

In conclusion, youth attraction to Nepal's security forces hinges on a tension between stability-driven motivators and multifaceted deterrents. While job security, patriotism, prestige, and opportunities align with global patterns, financial inadequacy, political interference, and globalization-driven aspirations mark Nepal's distinct challenges. Theories illuminate this duality: Maslow explains survival motives, Ajzen behavioral barriers, and Tajfel identity dynamics, with cognitive biases amplifying negatives. Addressing these requires reforms beyond stability competitive pay, meritocracy, and inclusivity to align with youth aspirations amidst Nepal's socio-economic realities.

4.2.3 Strategies for Enhancing Youth Attraction

The findings outline a multi-faceted approach: modernizing recruitment, competitive salaries, merit-based promotions, public awareness campaigns, university collaborations, depoliticization, gender inclusivity, skill development, and patriotic appeals. These strategies respond to common challenges low wages, political interference, and limited career growth and youth aspirations, aligning with global best practices and theoretical frameworks.

4.2.3.1 Modernizing Recruitment and Global Parallels

Participants criticized the slow, opaque recruitment process, advocating for digital systems with real-time updates, though a KI claimed such practices exist, suggesting communication gaps. This mirrors U.S. and Canadian efforts, where online portals and transparent criteria boosted applicant trust (Smith & L., 2011; Gore et al., 2017). Nepal's high NCO application ratios (e.g., NP Constable 57.8:1 in 2074) indicate accessibility drives interest, but bureaucratic hurdles deter educated youth, a contrast to streamlined Western systems. The Theory of Planned Behavior (Ajzen, 1991) supports this: enhancing perceived control via efficient processes could increase applications, particularly for mid-level ASI rank facing intense competition (e.g., APF 94.6:1 in 2078).

4.2.3.2 Competitive Salaries and Incentives

Low salaries, a key deterrent, push youth toward foreign jobs earning "three times more," as one applicant noted. KIs urge salary restructuring and benefits like health insurance, aligning with U.S. strategies like the G.I. Bill (Eighmey, 2006). Nepal's economic context 19% youth unemployment (CBS, 2025) amplifies this need, as NCO spikes during instability (e.g., 2077/2078) reflect survival motives (Maslow, 1943). Unlike Nigeria, where stability suffices despite low pay (Ajani & Oyekola, 2019), Nepal's youth demand financial viability, necessitating market-aligned remuneration.

4.2.3.3 Merit-Based Career Progression

Slow, promotions, exemplified by an APF Inspector's stagnation, deter youth seeking advancement. Participants and KIs advocate skill-based systems, echoing Canada's merit-driven reforms (O'Brien & Rahmani, 1995). High ASI competition (e.g., APF, Nepal 41.4:1 average) signals ambition, but limited vacancies frustrate this, contrasting with U.S. emphasis on structured growth (Eighmey, 2006). Organizational Justice Theory (Greenberg, 1990) underscores fairness as critical for trust, vital in Nepal where political influence undermines merit.

4.2.3.4 Public Awareness and Community Engagement

Negative media portrayal, a noted barrier, requires campaigns emphasizing benefits, as seen in Australia's social media outreach (Kilburn & Asch, 2003). Nepal's stable CO ratios (e.g., NA

Officer Cadet 22:1) suggest prestige appeals work, but negative information weighs heavier (Skowronski & Carlston, 1992), necessitating proactive image-building to counter perceptions of isolation and risk. Cognitive Theory supports this: reshaping perceptions can enhance attraction.

4.2.3.5 University Collaborations and Skill Development

Subsidized courses in college and pre-application training address educational mismatches, required for a vigorous selection process for higher rank mirroring European defense education models. With Inspector rank attracting lower youth (e.g., APF, Nepal 9.1:1 average), such initiatives could elevate applicant quality, akin to U.S. pre-recruitment programs (Eighmey, 2006). Maslow's (1943) self-actualization aligns here: skill-building fosters long-term appeal beyond safety needs.

4.2.3.6 Depoliticization and Gender Inclusivity

Political interference in promotions, not recruitment, deters youth, a challenge Lebanon shares (Yassin & El Solh, 2017). KIs confirm constitutional fairness at entry, but career progression lags, requiring reforms like Canada's transparent systems (O'Brien & Rahmani, 1995). Gender barriers, rooted in societal norms, limit women's applications despite rising participation, contrasting with Canada's inclusivity success (O'Brien & Rahmani, 1995). Social Identity Theory (Tajfel & Turner, 1986) suggests inclusivity could strengthen institutional appeal.

4.2.3.7 Patriotic Appeals

Highlighting national pride, inspired by India's BSF ceremony, taps patriotism waning among Generation Z. NA's UN role shows this potential, unlike Nigeria's economic focus (Ajani & Oyekola, 2019). Nepal's disaster response legacy offers a unique lever, aligning with Social Identity Theory to foster belongingness.

Nepal's context of unemployment, globalization, and political instability demands adaptations beyond Western models, balancing survival (Maslow, 1943) with fairness (Greenberg, 1990) and control (Ajzen, 1991). A multidimensional approach to modern processes, competitive pay, meritocracy, awareness, education, inclusivity, and pride can align security careers with youth aspirations, ensuring a sustainable workforce.

CHAPTER V

SUMMARY AND CONCLUSION

5.1 Summary

Nepali youth, facing a 19% unemployment rate amidst a yearly influx of 0.5 million labor market entrants (CBS, 2025), are drawn to or deterred from careers in the NP, APF, Nepal, and NA, is vital for national stability and law enforcement. Grounded in a qualitative dataset gathered from January 15–29, 2025 comprising 42 semi-structured interviews with prospective candidates, recent applicants, and key informants, alongside a decade of archival application records (2071–2080 B.S.), this chapter transcends a simple recap by weaving together the study's findings to address its core questions: application trends, motivating factors, and enhancement strategies.

It reveals a decade of fluctuating trends of NCO ranks like NP Constable having the highest level of application ratio of 57.8:1 in 2074, averaging 14.6:1 and APF Constable peaking at 51.4:1 in 2078, averaging 16.6:1, reflecting economic instability's pull, particularly post-COVID, while NA Sainya has the averaging 9:1 shows stable, prestige-driven appeal; Junior Commissioned JCO ASI roles exhibit fierce competition in NP peaking at 90.5:1 in 2072, averaging 39.7:1; APF at 94.6:1 in 2078, averaging 41.4:1, signaling ambition of youth to joining the security force and CO ranks maintain moderate stability in NP Inspector averaging 24:1, APF Inspector 9.9:1, and NA Officer Cadet 22:1, suggesting at selective interest alleviated by rigorous criteria. Appealing of youth in Inspector rank of APF, Nepal is not more appealing to youth.

Researchers have found that Job security stands out as the foremost motivator, especially for economically disadvantaged youth, yet it is overshadowed by deterrents such as inadequate pay, political interference, nepotism, negative information and the lure of foreign jobs, emphasizing the complex interplay of survival needs and modern aspirations. Rather than resting on an overview, this conclusion highlights the research's urgency understanding these patterns is crucial for attracting competent youth by pressuring globalization, political flux, and socio-economic pressures.

It honestly notes the limitations of its youth-centric lens excludes deeper institutional perspectives and urges future studies to bridge this gap, enhancing credibility by acknowledging what the study cannot fully claim. Key areas to improve the strategy to attract the youth are modernizing recruitment with digital transparency, offering competitive salaries and benefits, ensuring merit-based promotions, launching awareness campaigns, fostering university collaborations, depoliticizing career paths, promoting gender inclusivity, and leveraging patriotic narratives to provide a forward-looking blueprint to align security careers with contemporary youth goals. This chapter leaves readers not just satisfied with insights but compelled to consider their implications. In a competitive employment landscape, Nepal's security forces must evolve to attract and retain talent, ensuring resilience and relevance for future generations.

5.2 Conclusion

This study on youth attraction to Nepal's security forces mainly the government security organization, NP, APF Nepal, and NA deals with a comprehensive lens into the evolving back-and-forth of application trends, motivational factors, and strategic enhancements needed to encourage competent youth a critical sector for national security. Over the decade from 2071 to 2080 B.S., application patterns reveal a background shaped by socio-economic pressures: NCO ranks like constable exhibit volatile demand peaking during economic crises whereas NP Constable at 57.8:1 in 2074, JCO positions like ASI reflect intense competition-driven by career ambitions (APF ASI at 94.6:1 in 2078), and COs rank maintain steady appeal rooted in prestige (NA Officer Cadet averaging 22:1) whereas APF inspector ranks only 9.9:1. These trends, answering the first research question, emphasize the uneven attractiveness across ranks and organization. The second question reveals job security as a universal draw for youth attraction, particularly for youth from economically challenged backgrounds, complemented by patriotism, social prestige, and career opportunities. However, prevalent deterrents like low remuneration, political interference, limited career opportunities, and the allure of foreign employment highlight barriers that transcend individual organizations, reflecting broader societal shifts. Addressing the third question, the study proposes a suite of practical strategies like modernized recruitment processes, competitive salaries, merit-based promotions, public awareness campaigns, university partnerships, depoliticization, gender inclusivity, skill development, and patriotic appeals designed to align security careers with contemporary youth aspirations.

Generalizing from these findings, Nepal's security forces mirror a global challenge faced by public institutions in developing economies and balancing traditional appeals with modern workforce expectations. The persistent seek of job security during economic instability aligns with universal human needs for stability, yet its erosion by inadequate pay and systemic flaws like nepotism speaks to a common struggle against structural inefficiencies and globalized opportunities. Practically, these insights are highly relevant for policymakers and security leaders, offering a roadmap to attract more competent youth by addressing both economic incentives and institutional credibility. By adapting to these generalized dynamics enhancing accessibility for NCOs, broadening opportunities for JCOs, and sustaining prestige at higher rank, Nepal's security apparatus can ensure a resilient, motivated workforce. This study's relevance extends beyond Nepal, providing a model for nations navigating similar socio-economic transitions, where the vitality of security institutions hinges on their ability to resonate with the next generation's ambitions and realities.

APPENDICES

Appendix “A”

(Refer to Page No.24, Para 3.6)

Checklist for in-depth interviews with recent applicants

Namaste, I am Ishwor Koirala, a Master's in Security Development and Peace Studies student at APF, Nepal, CSC Sanogaucharan, Kathmandu. I am doing research for my master's degree thesis work to identify “Youth Attraction in Security Forces, Nepal.” In this regard, I will ask some questions, and I hope you will answer them accurately to the extent your knowledge permits. I expect that you will answer my question, as this will help to identify the key factor regarding youth attraction in security forces in Nepal. I also like to record the interview hope this is fine with you.

1. Tell about yourself.
2. How did you learn about the current vacancy announcement for the security forces?
3. Is this your first time applying for a security force vacancy? If not, how does this experience compare to previous ones?
4. Do you feel that the recruitment process has improved or changed over the years? If yes, in what ways?
5. What motivated you to apply for this vacancy? (Is it financial stability, social prestige, patriotism, or other factors? Please elaborate).
6. What do you find most appealing about a career in the security forces compared to other available job opportunities?
7. How important are factors like career growth, job stability, or benefits in your decision to apply?
8. Have family members, peers, or role models influenced your decision to apply? If so, how?

9. What challenges did you face while preparing for the recruitment process? (e.g., physical fitness requirements, written exams, access to preparation resources.)
10. Do you think the application process (e.g., documentation, written exams, and interviews) is accessible and fair for all candidates? Why or why not?
11. Are there specific aspects of the recruitment process that you think are difficult or could be improved?
12. How would you describe your experience with the recruitment process so far?
13. Have you received adequate information and guidance regarding the recruitment steps and requirements?
14. Do you feel confident about your chances of succeeding in the recruitment process? Why or why not?
15. In your opinion, what could the security forces do to make the recruitment process more attractive and accessible to young people?
16. Do you believe introducing additional incentives (e.g., scholarships, career counseling, and better facilities) would attract more applicants? Why or why not?
17. If you could recommend one change to the recruitment process, what would it be?
18. If any more.....

Thank you.

Appendix “B”

(Refer to Page No.24, Para 3.6)

Checklist for in-depth interviews with prospective applicants

Namaste, I am Ishwor koirala, a Master's in Security Development and Peace Studies student at APF, Nepal, CSC Sanogaucharan, Kathmandu. I am doing research for my master's degree thesis work to identify “Youth Attraction in Security Forces, Nepal.” In this regard, I will ask some questions, and I hope you will answer them accurately to the extent your knowledge permits. I expect that you will answer my question, as this will help to identify the key factor regarding youth attraction in security forces in Nepal. I also like to record the interview hope this is fine with you.

1. Tell about yourself.
2. Are you aware of the recruitment opportunities available in Nepal’s security forces? If yes, where did you learn about them?
3. Have you ever thought about joining the security forces? Why or why not?
4. Do you think the recruitment process for the security forces is fair and transparent? What are your thoughts on how it operates?
5. What factors might make a career in the security forces appealing to someone your age?(For example, job security, social prestige, benefits, or patriotism.)
6. How important are factors like salary, work environment, or societal respect in deciding whether or not to pursue a career in the security forces?
7. If you were to consider a career in the security forces, what would be your primary motivation?
8. Do you see the security forces as a good career option compared to other jobs in Nepal? Why or why not?
9. What do you think are some barriers that might discourage young people like you from joining the security forces? For example, physical challenges, written exams, societal pressure, or lack of interest)

10. Are there any stereotypes or negative perceptions about working in the security forces that you or your peers hold?
11. Do you think there is enough information and support available for students to understand what a career in the security forces entails?
12. What are your current career aspirations, and how do they compare to a career in the security forces?
13. If a family member or role model encouraged you to join the security forces, how would that influence your decision?
14. What concerns or uncertainties do you have about pursuing a career in the security forces?
15. What changes or reforms do you think the security forces could introduce to attract more young people?
16. Do you believe that public awareness campaigns or career counseling sessions about the security forces would help students make better-informed decisions?
17. If you had to design a program to encourage students to consider careers in the security forces, what would it include?
18. If Any More.....

Thank you

Appendix “C”

(Refer to Page No.24, Para 3.6)

Checklist for in-depth interviews seeking foreign study and job

Namaste, I am Ishwor koirala, a Master's in Security Development and Peace Studies student at APF, Nepal, CSC Sanogaucharan, Kathmandu. I am doing research for my master's degree thesis work to identify “Youth Attraction in Security Forces, Nepal.” In this regard, I will ask some questions, and I hope you will answer them accurately to the extent your knowledge permits. I expect that you will answer my question, as this will help to identify the key factor regarding youth attraction in security forces in Nepal. I also like to record the interview hope this fine with you.

1. Tell about yourself.
2. Are you familiar with Nepal's security forces' recruitment opportunities and processes? If yes, where did you learn about them?
3. Have you ever considered applying to Nepal’s security forces? Why or why not?
4. Do you think the recruitment process for the security forces has changed in recent years? If so, how?
5. Why are you considering studying abroad or seeking a foreign job instead of joining Nepal’s security forces?
6. Do you think a job in the security forces provides the same level of opportunities (e.g., salary, exposure, and lifestyle) as a foreign job? Why or why not?
7. Are there any aspects of a security force career that might convince you to stay in Nepal and join instead of going abroad?
8. From your perspective, why do many youths prefer foreign jobs or studying abroad instead of joining Nepal’s security forces?
9. What could the security forces do to attract more young people who are currently considering going abroad?

10. If Nepal's security forces could guarantee certain incentives or improvements, would you consider a career with them? Why or why not?
11. What reforms or initiatives do you think would make a career in Nepal's security forces more attractive to students and youths like you?
12. If any more....

Thank you

Appendix “D”

(Refer to Page No.24, Para 3.6)

Checklist for in-depth interviews with KI

Namaste, I am Ishwor koirala, a Master's in Security Development and Peace Studies student at APF, Nepal CSC Sanogaucharan, Kathmandu. I am doing research for my master's degree thesis work with the objective of identifying “Youth Attraction in Security Forces, Nepal.” In this regard, I will ask some questions, and I hope you will answer them accurately to the extent your knowledge permits. I expect that you will answer my question, as this will help to identify the key factor regarding youth attraction in security forces in Nepal. I also like to record the interview hope this fine with you.

1. About yourself.
2. How has the recruitment process evolved over the last decade in your organization?
3. What trends have you observed in terms of the profile and motivation of recruits?
4. How do you assess the effectiveness of current recruitment strategies?
5. What do you think are the main factors attracting youth to join the security forces?
6. Are there any external factors (e.g., economic conditions, societal changes) that influence recruitment trends? How?
7. What challenges does your organization face in attracting and retaining talented individuals?
8. Are there any policies or practices that have hindered effective recruitment?
9. What initiatives or reforms would you recommend to enhance the appeal of the security forces as a career choice?
10. How can security forces better compete with other career options in Nepal to attract top talent?

11. What role do you think the government, community, or media could play in improving the image of the security forces?
12. How have policy changes in recruitment influenced application rates in the past decade?
13. Any More.....

Thank you.

Appendix “E”

(Refer to Page No.28, Table 4.1)

No. of vacant seats and Applicant Number of Constable, ASI, and Inspector in NP

Year(B.S)	No of Vacant Seat			Applicant No.		
	Constable	ASI	Inspector	Constable	ASI	Inspector
2071	2853	710	126	37513	18554	2310
2072	5786	153		62689	13849	
2073	1645	551	86	34951	18965	2854
2074	767	314	91	44355	16663	2539
2075	6244	524	108	41871	24015	2681
2076	3596	584	149	39734	12250	2767
2077	5227			93145		
2078	2474	443	146	63479	20499	2778
2079						
2080		365	96		19932	2718
	28592	3644	802	417737	144727	24200

Source: NP, HQs, Recruitment and Selection Section, (2081)

Appendix “F”

(Refer to Page No.28, Table 4.1)

No. of Vacant seat and Applicant Number of Constable, ASI and inspector of APF, Nepal

Year(B.S)	No. of Vacant seat			Applicant No.		
	Constable	ASI	Inspector	Constable	ASI	Inspector
2071	0	75	40	0	2363	503
2072	1100			12914		
2073		36	54		2205	747
2074	2300			27427		
2075	1936	239	43	19133	2392	521
2076	3297	239	58	17644	6934	687
2077	1833			56463		
2078	755	137	75	38814	12954	857
2079		83	71		5081	444
2080	1207	98	91	34258	5650	536
	12428	907	432	206653	37579	4295

Source: APF, Nepal, HQs, Recruitment and Selection Section, (2081)

Appendix “G”

(Refer to Page No.28, Table 4.1)

Vacant and applicant Number of Sainya and officer cadet in NA

Year(B.S)	No. of Vacant Seat		Applicant No.	
	Constable	Officer Cadet	Constable	Officer Cadet
2071	5475	120	45146	3456
2072	3376	120	34378	3737
2073	5031	250	70166	7555
2074	4452	300	49160	6012
2075	3916	200	11931	3773
2076	13315	400	54746	6114
2077	0	200	0	5917
2078	8000	229	109688	5905
2079	8500	229	80929	3839
2080	5500	229	61659	3804
Total	57565	2277	517803	50112

Source: Nepal Army, HQs, Directorate of Public Relation and Information (2081)

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