**Research Plan**

Student’s Name

Department

Course code

Instructor’s Name

Date

**Research Plan**

**Research Purpose**

The purpose of this study is to explore the critical balance of the United States military force reduction increasing the workload along with the current Covid-19 pandemic. The United States Military has downsized annually since 1990. Despite this, the objective remains unchanged, putting further strain on the surviving military troops. All executives facing fiscal restrictions and technological improvements can benefit from the findings. To avoid the negative consequences of downsizing, an organization's executives need to analyze the effects of downsizing. Leaders and managers must address this issue since an improperly shrunk institution may struggle to fulfill its goals, and the departure of experienced staff may jeopardize the capabilities of an organization.

**Research Questions**

The literature review will answer three research questions:

1. What are the key factors that drive downsizing in the United States military?
2. What effects U.S. military downsizing efforts on the Security Forces’ career field?

**Literature Review**

1. The need for the research
2. Understanding what leads to productive downsizing, the reconfigured frameworks that are better suited to an enterprise realignment and the emotional, social, and human repercussions are all issues that require in-depth investigation from both an analysis and organizational standpoint (Calia et al., 2020).
3. The military downsizing efforts pose a significant stressor to members of the services faced with the involuntary separation.
4. These impacts of downsizing on organizational commitment, the influence on the army's communication about the strategy and process of downsizing, and the importance of survivors on the military's care and treatment.
5. Research Question One: key factors that drive downsizing in the United States military
6. When it comes to military downsizing, many factors led to these changes, such as vested military interest, economic instability, poverty, corruption, weak institution, and lack of political culture (Cho, 2018). To understand what is at stake in the United States military, research is needed to identify theories at play.
7. Research Question Two: effects U.S. military downsizing
8. Much military personnel is affected by military downsizing, including survivors and the downsized personnel (Hoffmaan, 2021). To understand the scope of the impacts of these events, there is a need for thorough research of the issue. Evaluate the effects of reducing the survivors, such as workload and increased responsibility because of the Covid-19 pandemic.
9. In addition, the research will explore the impacts of downsizing efforts on the military forces' career field. In addition, to look at the change in workloads for the saviors of workforces reduction and Covid-19 impacts. Moreover, it will look at the implications on promotion, morale, mindset, specialization, work hours, responsibility and technology dependency.

**Relevant Literature**

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