

Antanas MAKŠTUTIS¹

The General Jonas Zemaitis Military Academy of Lithuania²

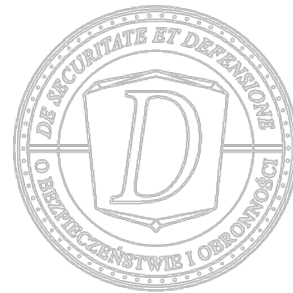
Vilnius, Lithuania³

antanas.makstutis@gmail.com

Laura MAKŠTUTYTĖ⁴

Nicosia, Cyprus⁵

makstutyte@hotmail.com



THE OPTIMIZATION OF HUMAN RESOURCES: TRENDS OF NATIONAL SECURITY

ABSTRACT: The paper analyzes the state strategy of human resource for full employment policies in the globalization conditions. This paper aims to examine the integration of state management system (SMS) and society self-management system (SSMS) common in European Union (EU) area in the globalization conditions. Authors present a research models of state and society chain of integration which responds to human resource full employment policies in the globalization conditions. Integration of the state strategy chain synchronizes the key processes in terms of society for human resource full employment of development economics common for EU and NATO area in the globalization conditions. The results of national security now and in future are presented; conclusions and recommendations for improving the management of state and society future trends and the development of human resources trends under the conditions of Lithuania are formulated.

KEYWORDS: human resources, full employment, management, self-management, unemployed persons, employment rate, poverty, trends, private and national security, models

OPTYMALIZACJA ZASOBÓW LUDZKICH: TRENDY BEZPIECZEŃSTWA NARODOWEGO

ABSTRAKT: W pracy przeanalizowano państwową strategię zarządzania zasobami ludzkimi w odniesieniu do polityki pełnego zatrudnienia w warunkach globalizacji. Artykuł ma na celu zbadać integrację państwowego systemu zarządzania (SMS) i społecznego systemu samodzielnego zarządzania (SSMS) wspólnego dla obszaru Unii Europejskiej (UE) w warunkach globalizacji. Autorzy przedstawiają modele badań łańcucha integracji państwa i społeczeństw, który odpowiada polityce pełnego zatrudnienia w warunkach globalizacji. Integracja łańcucha strategii państwa syn-

¹ Antanas Makštutis – Prof. Dr. habilitated.

² Litewska Akademia Wojskowa im. gen. Jonasa Žemaitisa

³ Wilno, Litwa.

⁴ Laura Makštutyte – Master qualification degree of Communication and Information.

⁵ Nikozja, Cypr.

chronizuje kluczowe procesy społeczne dla zasobów ludzkich w odniesieniu do pełnego zatrudnienia ekonomii rozwoju wspólnego dla obszaru Unii Europejskiej i NATO w warunkach globalizacji. Prezentowane są wyniki stanu bezpieczeństwa narodowego oraz prognozy; wnioski i zalecenia dotyczące poprawy zarządzania państwem i społeczeństwem, ukazane w przyszłych tendencjach. Prezentuje się również trendy rozwoju zasobów ludzkich w warunkach funkcjonowania Litwy.

SŁOWA KLUCZOWE: zasoby ludzkie, pełne zatrudnienie, zarządzanie, samozarządzanie, osoby bezrobotne, wskaźnik zatrudnienia, ubóstwo, trendy, bezpieczeństwo państwowe i prywatne, modele

INTRODUCTION

We understand perfectly today the correctness of selected road of integration to the EU and NATO as the cause of development of national economy and market in the small states under the present factors of globalization in today's difficult world. Therefore only in the environment of the EU and NATO (*the cooperation security guarantee*) the favourable circumstances are created for the development of the state and society⁶. Money takes an important place in the life of people and in the development of national economy and market: national currency or the single EU euro monetary system as the currency has its own designation, not only being the expression of price or value but also in terms of the purchasing power, capital accumulation and development⁷. As of today it may be noticeable that the introduced single monetary system – the EU transnational currency, the euro – did not bring sudden positive results that were expected and predicted but, on the contrary, revealed the negative factors resulting from euro introduction, including the sudden jump in prices, decrease in the purchasing power, tendencies to not stimulate the wage increase rates, worsening social guarantees, the different level and speed of the economic development in the countries that became highlighted, increase of internal political, economic and social threats in the individual states⁸.

Tendencies for globalization of the world economy are not promising since research already conducted by the EU statistical services in 2014-2015 which showed that 87,46 million of 508,5 million people from EU-28 countries lived in poverty (*this accounted for 17.2 percent, average*) and the main reasons for integration were i.e.: the increased unemployment, unsafe work, failures of social security systems, housing crisis, debts, family structure, tax systems, and different levels of development⁹. Today those factors are characteristic for Lithuania and the quality of life of our people, since analogous problems actually exist in every

⁶ A. Makštutis, *The Strategy of National Security in Lithuania*. Proceedings of the International Scientific Conferences of Faculty of Social Sciences of Daugavpils University. The materials of International Scientific Conference: „Social Sciences for regional Development 2014”. Part I. Issues of Sociology. Daugavpils University 2015, pp. 31-38.

⁷ *Lithuania prices and wages*, <http://verslas.delfi.lt/verslas/bgruzevskis-lietuvoje-net-alausuz-puse-europines-kainos-neisgersi.d?id=60443167> (17.01.2015).

⁸ *Government has approved the introduction of the euro plan*, <http://verslas.delfi.lt/verslas/vyriausybe-priteuro-ivedimo-planui.d?id=60769787> (25.02.2013).

⁹ *The EU in the world*, 2016 edition, Eurostat, <http://ec.europa.eu/eurostat/en/web/products-statistical-books/-/KS-EX-16-001> (7.11.2016).

EU country. It means that individual states cannot or are not able to ensure the interests of national economy and market development in the single EU human resource market¹⁰.

It may be noticed that coordination of developmental processes, in geo-economics and national security, their political, economic and social factors, is complicated, even though the EU institutions and the institutions of its member states are in close collaboration and seek to achieve the better results of human resource activity¹¹.

The relevance of the problem. The conditions of globalization in the state and society development optimization – the state and society of human resource full employment policy, progress in the development and use of democracy: as state management system (SMS) and society self-management system (SSMS) unity improvement, improve national security trends of Lithuania, in EU and NATO space. **Society of full employment**, as a research system is not functionally tested, not described in the theory and practice, the absence of a methodology for implementation and its methods of micro-, macro- and centralized system at the global level over time, mainly because it made such functional science works unfound foreign and Lithuanian of published scientific works. **The research goal** – to provide the society full employment methodology for its implementation methods and techniques. **The object of research** – the state and the society factors of human resource systems. **Survey methodology** – scientific knowledge of methods: theoretical and empirical. **Research methods** – case analysis, classification, graphical, mathematical and generalization.

The state and society strategy of human resource full employment and the national security system have functional relationships¹²: they are developing the country's external and internal environment; they shape threats; they increase the incompatibilities and therefore political, economic and social threats are increasing; they affect national security, it is – an individual's vulnerability of developing society.

These issues – particularly relevant in Lithuanian society in the EU and NATO level.

References and other sources – the authors' published works, the normative acts of the state, national legal acts of regions, and other material of Lithuania, EU and NATO results.

The development of human resource

Literature Review

State management and society self-management analysis of the results. Research methods: scientific literature analysis, the analysis of legal documents, the statistical data analysis, logical analysis of the scientific problems, systemic analysis, seeking to determine the principal tendencies of the changes in the contemporary features of the national market. *Research*

¹⁰ U. Karaliūnaitė, *Residents identified the biggest problem in Lithuania*. (In Lithuanian), <http://www.delfi.lt/verslas/verslas/gyventojai-ivardijo-didziausia-problema-lietuvoje.d?id=65805546#ixzz3E10XLrY> (22.10.2014).

¹¹ K. Bredin, J.Söderlund, *Human Resource Management in Project-Based Organizations*, UK: Palgrave Macmillan 2011.

¹² A. Makštutis, *Activity management*, Vilnius: Ministry of Education and Science, PC 1999. (In Lithuania, Russian and English).

forecasts: the tendencies for the modernization of the state under the global economy and market conditions in the national state and the society, the Baltic Sea Region, and on the global scale¹³. *The research has been carried out* in Lithuania in 2006-2016, using the scientific findings of Lithuanian scientists and other most advanced national and world information data sources, which have created conditions for the formulation of the key theoretical and practical approaches presented in this work¹⁴. *The research results* allow one to forecast the activity of the 21st century organization in the national state and society under the conditions of national market in the Baltic Sea Region, to formulate theoretical and practical provisions in respect of human resource labour under the conditions of national economy¹⁵.

The state and its society is the most significant system allowing for the balanced development of the political organizations of the national market in the society, throughout its processes and the progress; democracy development factors are controlled for speeding up the balanced development of the society in the national economy¹⁶, an impact is made on the human labour, family life, labour results of a separate collective in the organization, the general economic, political and social structure of the society, individual, family and collective (*in the organization*) is secured, and the progress of developmental economy processes, characteristic of the 21st century in the globalized world, is constantly ensured¹⁷.

The labour activity, which is expressed by the work performed per calendar year (*or per activity cycle*), explains how the most important features of the national economy, intended for the improvement of the management and self-management system in the national state under the conditions of the Baltic Sea Region economy, are revealed in the society, national economy, and the market¹⁸. The management theory provided in the work is characteristic for all the states in the world today and, as it seems, in the future¹⁹.

According to this theory, the most important features of the national state in the 21st century society are distinguished and characterized²⁰, the special system of institutions, which is intended for the performance of government functions; the right to perform government functions strictly according to the normative system of acts („NSA”) of the state; the state territory, which is limited by the borders and where the government functions are im-

¹³ *Modern tendencies for management*. A collection of scientific works. The scientific editor and compiler Makštutis A. Vilnius: MAL2008.. (In Lithuania, Russian and English). www.lka.lt.

¹⁴ *Vide* A.S.Makštutis, B.S. Kotliar, I.J.Mai, A.V.Aliaev, *Management and globalization in the 21st century*, Moscow: Kanon 2006. (In Russian).

¹⁵ J.Bagdanavičius, A.Makštutis, *Human Capital and National Economic Development in the European Union in the 21st Century*, In A.Ignasiak-Szulc (ed.), *The Role of Human Capital in the Development of the Countries and Regions of Central and Eastern Europe*, Torun: „Dom Organizatora” 2010, pp. 93-104.

¹⁶ *Vide* J.A.F. Stoner, Ch. Wankel (ed.), *Global Sustainability as a Business Imperative*, UK: Palgrave Macmillan 2011.

¹⁷ *Vide* A.S.Makštutis, B.S. Kotliar, I.J.Mai, A.V. Aliaev, *op. cit.*. Moscow: Kanon 2006. (In Russian).

¹⁸ *Vide* A.Ignasiak-Szulc (ed.), *op.cit.*

¹⁹ *Vide* B. Melnikas, *The knowledge-based society: globalization, sustainable development, economic solutions*. Vilnius: VU PC 2013. (In Lithuanian).

²⁰ *Vide* N. Delener, L. Fuxman, F.V. Lu, S. Rodrigues, L. Rivera (ed.), *Globalizing Businesses for the Next Century: Visualizing and Developing Contemporary Approaches to Harness Future Opportunities*, Readings Book. Helsinki: GBATA 2013, www.gbata.org.

plemented for the development of the national security of organizations according to their normative system of acts („nsa”)²¹. The features of the state in the society provide equal conditions for optimization of human labour, family life and activity of the organization in using progress, developing democracy in the society, since the government executive functions are implemented according to „NSA” (*constitution, laws and other normative acts*), therefore the system of organizations of the national economy, which exercises management, must undertake personal responsibility for the speed of progress development in the national market, since democracy in the society is expressed through self-management (*human labour in the family life and organization by actual results*)²². Democracy is expressed by the self-management, which is implemented in the life of the individual and the family, management of the activity of the collective inside and outside the organization according to „nsa” of the organization²³. The mutual factors of „NSA” and „nsa” regulate the degree of public democracy and national economy in the state and the Baltic Sea Region²⁴. The methodology of effective society of full employment is expressed with the application of mathematical model 1²⁵: $k_{L.ef.} = A_R / A_N$, (1)

here: $k_{L.ef.}$ – The comparative economic effectiveness ratio; A_R – The real result;
 A_N – The normative result.

At the present moment in separate EU countries and the single EU market space, measures for facilitating negative factors are being prepared²⁶. However, forecasts are not very optimistic especially in the countries with the higher level of economic development than the common average²⁷. The results of those forecasts are explained by the common microeconomic factors that are expressed in the development of the activity of individual organizations, e.g., product cost-price structure, profit, marginal costs, variable costs, long-term costs and their dependence on the consumption processes that are valued by the balance of demand and supply in separate countries and the EU single market²⁸. It is expected that consumer needs will become more sophisticated and the trend towards stricter environmental, energy, and safety constraints conditions will continue in the future²⁹. It is therefore important to ensure that each state when implementing the main goals of the state would seek to

²¹ A.Makštutis, D.Prakapienė, G.Gudzevičiūtė, B.Melnikas, *The optimization of development*, Vilnius: MAL 2016. (In Lithuanian).

²² *The Constitution of the Republic of Lithuania*, Kaunas: MP 2006. (In Lithuanian).

²³ Vide A. Makštutis, D. Prakapienė, G. Gudzevičiūtė, B. Melnikas, *op.cit.*

²⁴ *The Lithuania – among the EU countries*, <http://www.delfi.lt/news/daily/lithuania/lietuva-tarp-es-saliu-kur-didziausia-skurdo-ir-atskirtiesgresme.d?id=55245917>, (26.02.2013).

²⁵ Vide A.Makštutis, D.Prakapienė, G.Gudzevičiūtė, B.Melnikas, *op.cit.*

²⁶ S. Partycki (ed.), *Gospodarka w sieciach relacji*, Lublin: Wydawnictwo KUL 2014. (In Polish, Russian and English).

²⁷ *Minimum wage hikes removed Lithuania from Shame*, <http://verslas.delfi.lt/verslas/minimalios-algos-suolis-isbrauke-lietuva-is-gedos-lentos.d?id=60721615>, (21.02.2013).

²⁸ *The Lithuania - among the EU...*, *op. cit.* (26.02.2013).

²⁹ A. Makštutis, *The principles of strategic management*. Klaipėda: KU PC 2001. (In Lithuanian).

achieve the main target – to protect the country’s society and to create the conditions for the development of the human labour activity at the level of national resources³⁰.

Human resources, full employment, the statistical results of the EU

The unemployment rate is the number of unemployed persons as a percentage of the labour age shown in Table 1 and Table 2³¹ (in the EU).

	2010	2011	2012	2013	2014	2015
1. Belgium	8.3	7.2	7.6	8.4	8.5	8.5
2. Bulgaria	10.3	11.3	12.3	13.0	11.4	9.2
3. Czech Republic	7.3	6.7	7.0	7.0	6.1	5.1
4. Denmark	7.5	7.6	7.5	7.0	6.6	6.2
5. Germany	7.0	5.8	5.4	5.2	5.0	4.6
6. Estonia	16.7	12.3	10.0	8.6	7.4	6.2
7. Ireland	13.9	14.7	14.7	13.1	11.3	9.4
8. Greece	12.7	17.9	24.5	27.5	26.5	24.9
9. Spain	19.9	21.4	24.8	26.1	24.5	22.1
10. France	9.3	9.2	9.8	10.3	10.3	10.4
11. Croatia	11.7	13.7	16.0	17.3	17.3	16.3
12. Italy	8.4	8.4	10.7	12.1	12.7	11.9
13. Cyprus	6.3	7.9	11.9	15.9	16.1	15.0
14. Latvia	19.5	16.2	15.0	11.9	10.8	9.9
15. Lithuania	17.8	15.4	13.4	11.8	10.7	9.1
16. Luxembourg	4.6	4.8	5.1	5.9	6.0	6.4
17. Hungary	11.2	11.0	11.0	10.2	7.7	6.8
18. Malta	6.9	6.4	6.3	6.4	5.8	5.4
19. Netherlands	5.0	5.0	5.8	7.3	7.4	6.9
20. Austria	4.8	4.6	4.9	5.4	5.6	5.7
21. Poland	9.7	9.7	10.1	10.3	9.0	7.5
22. Portugal	12.0	12.9	15.8	16.4	14.1	12.6
23. Romania	7.0	7.2	6.8	7.1	6.8	6.8
24. Slovenia	7.3	8.2	8.9	10.1	9.7	9.0
25. Slovakia	14.5	13.7	14.0	14.2	13.2	11.5
26. Finland	8.4	7.8	7.7	8.2	8.7	9.4
27. Sweden	8.6	7.8	8.0	8.0	7.9	7.4
28. United Kingdom	7.8	8.1	7.9	7.6	6.1	5.3

Table 1. The unemployment rate is the number of unemployed persons as a percentage of the labour age (%)

Source: Database-Eurostat: 5 November, 2016. <http://ec.europa.eu/eurostat/web/products-datasets/-/tipsun20>.

³⁰ A. Makštutis, *Modern Management*. Vilnius: MAL 2010. www.lka.lt. (In Lithuanian).

³¹ *Database-Eurostat*, [http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Employment_rate_age_gr_oup_15%E2%80%9364_2004%E2%80%9314_\(%25\)_YB16.png](http://ec.europa.eu/eurostat/statistics-explained/index.php/File:Employment_rate_age_gr_oup_15%E2%80%9364_2004%E2%80%9314_(%25)_YB16.png) (4.11.2016).

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
EU-28	62.9	63.4	64.3	65.2	65.7	64.4	64.1	64.2	64.1	64.1	64.9
Euro area (EA-19)	63.0	63.5	64.5	65.5	65.8	64.4	64.0	64.1	63.7	63.4	63.9
Belgium	60.3	61.1	61.0	62.0	62.4	61.6	62.0	61.9	61.8	61.8	61.9
Bulgaria (*)	54.2	55.8	58.6	61.7	64.0	62.6	59.7	58.4	58.8	59.5	61.0
Czech Republic (*)	64.2	64.8	65.3	66.1	66.6	65.4	65.0	65.7	66.5	67.7	69.0
Denmark	75.7	75.9	77.4	77.0	77.9	75.3	73.3	73.1	72.6	72.5	72.8
Germany (*)	65.0	65.5	67.2	69.0	70.1	70.3	71.1	72.7	73.0	73.5	73.8
Estonia	63.1	64.8	68.4	69.8	70.1	63.8	61.2	65.3	67.1	68.5	69.6
Ireland (*)	66.3	67.6	68.7	69.2	67.4	61.9	59.6	58.9	58.8	60.5	61.7
Greece	59.1	59.6	60.6	60.9	61.4	60.8	59.1	55.1	50.8	48.8	49.4
Spain (*)	61.3	63.6	65.0	65.8	64.5	60.0	58.8	58.0	55.8	54.8	56.0
France (*)	63.7	63.7	63.6	64.3	64.8	64.0	63.9	63.9	63.9	64.1	64.3
Croatia	54.7	55.0	55.6	59.0	60.0	59.4	57.4	55.2	53.5	52.5	54.6
Italy	57.7	57.6	58.3	58.6	58.6	57.4	56.8	56.8	56.6	55.5	55.7
Cyprus (*)	68.9	68.5	69.6	71.0	70.9	69.0	68.9	67.6	64.6	61.7	62.1
Latvia	61.0	62.1	65.9	68.1	68.2	60.3	58.5	60.8	63.0	65.0	66.3
Lithuania	61.6	62.9	63.6	65.0	64.4	59.9	57.6	60.2	62.0	63.7	65.7
Luxembourg (*)	62.5	63.6	63.6	64.2	63.4	65.2	65.2	64.6	65.8	65.7	66.6
Hungary	56.8	56.9	57.4	57.0	56.4	55.0	54.9	55.4	56.7	58.1	61.8
Malta (*)	54.0	53.6	53.9	55.0	55.5	55.3	56.2	57.9	59.1	60.8	62.3
Netherlands (*)	73.1	73.2	74.3	76.0	77.2	77.0	74.7	74.2	74.4	73.6	73.1
Austria	66.5	67.4	68.6	69.9	70.8	70.3	70.8	71.1	71.4	71.4	71.1
Poland (*)	51.7	52.8	54.5	57.0	59.2	59.3	58.9	59.3	59.7	60.0	61.7
Portugal (*)	67.6	67.3	67.6	67.6	68.0	66.1	65.3	63.8	61.4	60.6	62.6
Romania (*)	57.7	57.6	58.8	58.8	59.0	58.6	60.2	59.3	60.2	60.1	61.0
Slovenia	65.3	66.0	66.6	67.8	68.6	67.5	66.2	64.4	64.1	63.3	63.9
Slovakia (*)	57.0	57.7	59.4	60.7	62.3	60.2	58.8	59.3	59.7	59.9	61.0
Finland	67.6	68.4	69.3	70.3	71.1	68.7	68.1	69.0	69.4	68.9	68.7
Sweden (*)	72.1	72.5	73.1	74.2	74.3	72.2	72.1	73.6	73.8	74.4	74.9
United Kingdom	71.7	71.7	71.6	71.5	71.5	69.9	69.4	69.3	69.9	70.5	71.9
Iceland	82.3	83.8	84.6	85.1	83.6	78.3	78.2	78.5	79.7	81.1	81.7
Norway	75.1	74.8	75.4	76.8	78.0	76.4	75.3	75.3	75.7	75.4	75.2
Switzerland (*)	77.4	77.2	77.9	78.6	79.5	79.0	78.6	79.3	79.4	79.6	79.8
FYR of Macedonia	:	:	39.6	40.7	41.9	43.3	43.5	43.9	44.0	46.0	46.9
Turkey	:	:	44.6	44.6	44.9	44.3	46.3	48.4	48.9	49.5	49.5
Japan	68.7	69.3	70.0	70.7	70.7	70.0	70.1	70.3	70.6	71.7	72.7
United States	71.2	71.5	72.0	71.8	70.9	67.6	66.7	66.6	67.1	67.4	68.1

(*) 2011: break in series.

(*) 2005: break in series.

(*) 2007: break in series.

(*) 2013: break in series.

(*) 2009: break in series.

(*) 2010: break in series.

Source: Eurostat (online data code: ifsi_emp_a)

Table 2. Employment rate, age group 15–64, 2004–2014 age (%)

Source: Eurostat.

Thirteen of the twenty-eight states are the worst of human resources for full employment in the EU results. These are: Belgium, Bulgaria, Croatia, Cyprus, France, Greece, Ireland, Italy, Latvia, Lithuania, Portugal, Slovakia and Spain (Table 1).

Income poverty: 17.2 % of the population in the EU-28 facing risk of poverty 2014³².

These are people full employment problem today common EU area and the world (Table 2 and Table 3).

³² *The EU in the world, op.cit.* (7.11.2016).

	Total	Children (0–17)	Adults (18–64)	Elderly (65 years and over)
EU-28	24.4	27.8	25.4	17.8
EA-18	23.5	25.6	25.1	16.0
Belgium	21.2	23.2	21.6	17.3
Bulgaria (*)	40.1	45.2	36.4	47.8
Czech Republic	14.8	19.5	14.6	10.7
Denmark	17.9	14.5	21.3	10.8
Germany	20.6	19.6	22.0	17.4
Estonia (*)	26.0	23.8	24.0	35.0
Ireland	27.4	30.3	29.2	13.0
Greece	36.0	36.7	40.1	23.0
Spain	29.2	35.8	31.8	12.9
France	18.5	21.6	19.9	10.1
Croatia	29.3	29.0	29.3	29.7
Italy	28.3	32.1	30.0	20.2
Cyprus	27.4	24.7	28.3	27.2
Latvia	32.7	35.3	30.0	39.3
Lithuania	27.3	28.9	25.6	31.9
Luxembourg	19.0	26.4	19.4	6.4
Hungary	31.1	41.4	31.5	18.1
Malta	23.8	31.3	21.8	23.3
Netherlands	16.5	17.1	18.9	6.9
Austria	19.2	23.3	18.9	15.7
Poland	24.7	28.2	25.2	18.2
Portugal	27.5	31.4	28.3	21.1
Romania	40.2	51.0	38.7	34.0
Slovenia	20.4	17.7	21.3	20.1
Slovakia	18.4	23.6	18.1	13.4
Finland	17.3	15.6	17.9	17.0
Sweden	16.9	16.7	17.2	16.5
United Kingdom	24.1	31.3	23.2	19.3
Iceland	11.2	13.7	11.0	7.3
Norway	13.5	11.9	15.0	9.9
Switzerland (*)	16.3	17.2	12.7	29.6
FYR of Macedonia	43.2	46.9	43.1	38.4
Serbia	43.1	43.4	44.8	36.6

(*) 2014 Break in time series.

(*) 2014 data not available; 2013 data instead.

Table 3. People at risk of poverty or social exclusion, by age group, 2013–2014 (%).

Source: Database-Eurostat, http://ec.europa.eu/eurostat/statistics-explained/index.php/File:People_at_risk_of_poverty_or_social_exclusion,_by_age_group,_2014.png, (7.11.2016).

At present even greater concern is expressed in institutions from Austria, Bulgaria, Croatia, Cyprus, Czech Republic, Finland, France, Germany, Great Britain, Greece, Hungary, Italy, Latvia, Lithuania, Poland, Portugal, Romania, Spain, Sweden, and other countries ES-28, because the main problem is unemployment and full employment in the EU and in the world.

Research Framework: Case Study

The optimization of human resource and solutions: Lithuanian case

Special attention shall be devoted to the development of national business projects, risk evaluation, technical-economic investment justification, and business plan preparation in order to more rationally use all the resources available in Lithuania and thus to form a basis for boosting our country's economy³³.

³³ A. Makštutis, *The Strategy of Development Society in Lithuania* In S. Partycki (ed.), *E- społeczeństwo*

However, personal initiatives alone are not enough as the present-day negative national market balance (*when import volumes exceed considerably export volumes*) impedes the national product creation, production and sale on the national and international market, therefore the purchasing power of people decreases or the value of the currency – euro also declines³⁴.

Demand consists of the consumption of people and of their purchasing power in the market, and when the national product creation, production and sale are not activated, the real conditions become constantly reduced to activate the human labour activity³⁵ and to increase the value-added per employed person and capital accumulation function that increase directly the consumption of Lithuania's society and demand on the national market³⁶.

Firstly, the state and the society are independent in the world community. In the 21st century, the vision and mission of the national state and society got changed in the essence and, accordingly, the state and society management system³⁷.

Secondly, the national security relations underwent changes under the global political, economic and social conditions, affecting the state and social relations, which are characterized by the political, economic and social factors of the national economy in the 21st century³⁸.

Thirdly, the rates of the development, of the national economy are slowing down, therefore the totality of negative and positive factors increases and is characterized by inflation, competition, conjuncture, unemployment, bankruptcy, demand, supply, import, export, resources, migration, other national and global market factors³⁹.

The solutions problems of the optimization development society

Society of full employment theory is based on the individual (*human*) life stay-in results from birth to death. These results indicate – total result.

Individual life results can be calculated using a mathematical model 2⁴⁰:

$$|\mathbf{A}_i| = \sum |+\mathbf{A}_i| \mathbf{f}_t \mathbf{f}_e \mathbf{f}_I \mathbf{f}_a - \sum |-\mathbf{A}_i| \mathbf{f}_t \mathbf{f}_e \mathbf{f}_I \mathbf{f}_a, \quad (2)$$

here:

$|\mathbf{A}_i|$ – results of work;

$|+\mathbf{A}_i|$ – development results;

w *Europie Środkowej i Wschodniej. Teraźniejszość i perspektywy rozwoju*, Lublin: KUL 2015, pp. 34–38.

³⁴ A. Makštutis *The Economics Evolution of Lithuanian in EU* In G. Główska, R. Sobiecki (ed.), *Przedsiębiorstwo w strukturach sieci. Doświadczenia i perspektywy rozwoju w Europie Środkowej i Wschodniej*, Lublin: KUL2016, pp. 326-331.

³⁵ Vide K. Bredin, J. Söderlund, *op. cit.*

³⁶ A. Makštutis, *The Strategy of National Security in Lithuania*. Proceedings of the International Scientific Conferences of Faculty of Social Sciences of Daugavpils University. The materials of International Scientific Conference: „Social Sciences for regional Development 2014”. Part I. Issues of Sociology. Daugavpils University 2015, pp. 31-38.

³⁷ A. Makštutis, *Lithuanien Evolution of European Union*. Proceedings of the International Scientific Conferences of Faculty of Social Sciences of Daugavpils University. The materials of International Scientific Conference: „Social Sciences for regional Development 2015”. Part I. Issues of Sociology. Daugavpils University 2016, pp. 38–44.

³⁸ *New trends in National Security*, University of Defence, Czech Republic. Brno: UD PC 2014.

³⁹ *Lithuania's Progress Strategy „Lithuania 2030”*, <http://www.delfi.lt/news/daily/lithuania/valstybes-pazangos-strategija-lietuva-2030-pasmerkta.d?id=60449927> (25.01.2016). (In Lithuanian).

⁴⁰ A. Makštutis, D. Prakapienė, G. Gudzevičiūtė, B. Melnikas, *op. cit.*, p. 59.

$|-A_i|$ – consumption results;
 $f_I f_a$ – the functions of intellect and environment;
 $f_t f_e$ – the functions of time and space.

Society of full employment limits can be determined using a mathematical model ³⁴¹:

$$0 < \sum |+A_{\text{Society}}| f_t f_e f_I f_a < \infty, \quad (3)$$

here: all values are known.

The solutions of the problems national security.

1. It is possible to present the problem-solving steps in the national security strengthening of the state and society in the 21st century (Figure 1).

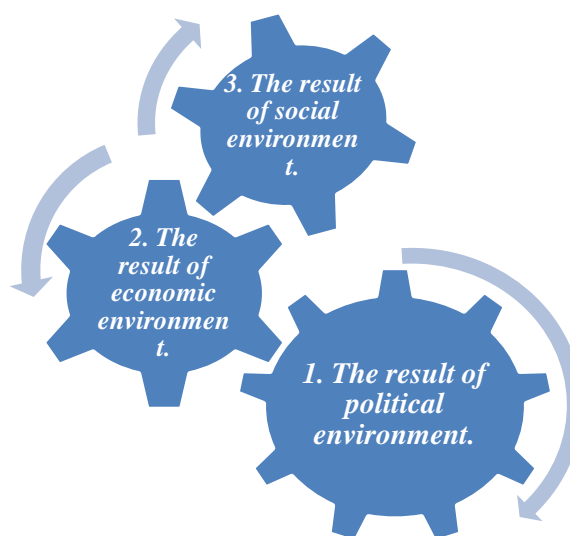


Figure 1. *The model of quality management of the country's political, economic and social environment*
 Source: prepared by the authors.

Abbreviations and definitions, used in Figure 1: all values are known.

2. It is possible to present the problem-solving steps in the national security strengthening of the state and society in the 21st century (Figure 2).

<i>EU</i>	<ul style="list-style-type: none"> • <i>EU „NSA”</i> • <i>EU Market</i>
<i>Lithuania</i>	<ul style="list-style-type: none"> • <i>Constitution and „NSA”</i> • <i>Economy and national market</i>
<i>Regions B ir C</i>	<ul style="list-style-type: none"> • <i>Community B, C and „nsa“</i> • <i>Regions B, C economy and market</i>

Figure 2. *The model of quality management of the development state and society at the EU level.*
 Source: prepared by the authors.

⁴¹ *Ibidem*, p. 60.

Abbreviations and definitions, used in Figure 2: „NSA” – the normative system of acts of the quality management state; *B* – large regions; *C* – small regions; „nsa” – normative system of acts of the quality management society; all values are known.

3. It is possible to present the problem-solving steps in the national security strengthening of the state and society in the 21st century (Figure 3).

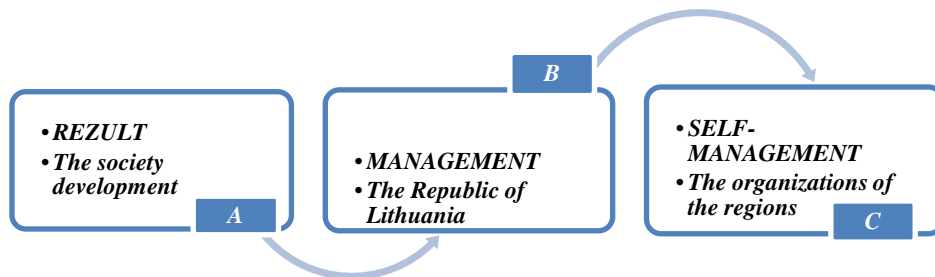


Figure 3. The model of quality management of the democratic processes of the state and society.

Source: prepared by the authors.

Abbreviations and definitions, used in Figure 3: all values are known.

The methodology of effective management and self-management is expressed by management and self-management computations with the application of mathematical model 4⁴²:

$$A = B + C, \quad (4)$$

here:

A – The result of quality management of the democratic processes of the state and society, the value of which is 100 percent;

B – The management of the state;

C – The self-management of organizations in regions of the state.

4. It is possible to present the problem-solving steps in the national security strengthening of the state and society in the 21st century (Figure 4).



Figure 4. The model of quality management of the national market.

Source: prepared by the authors.

⁴² *Ibidem*, p. 37.

Abbreviations and definitions, used in Figure 4: all values are known.

Man and his family's standard of living index (*range from 0 to ∞*) can be determined using a mathematical model 5⁴³:

$$\mathbf{I}_H = \mathbf{E}_R : \mathbf{D}_N, \quad (5)$$

here: \mathbf{I}_H – quality of life index (*number from 0 to ∞*);

\mathbf{E}_R – life earnings (*Eur*);

\mathbf{D}_N – life disbursements or ratio (*Eur*).

5. It is possible to present the problem-solving steps in the national security strengthening of the state and society in the 21st century (Figure 5).

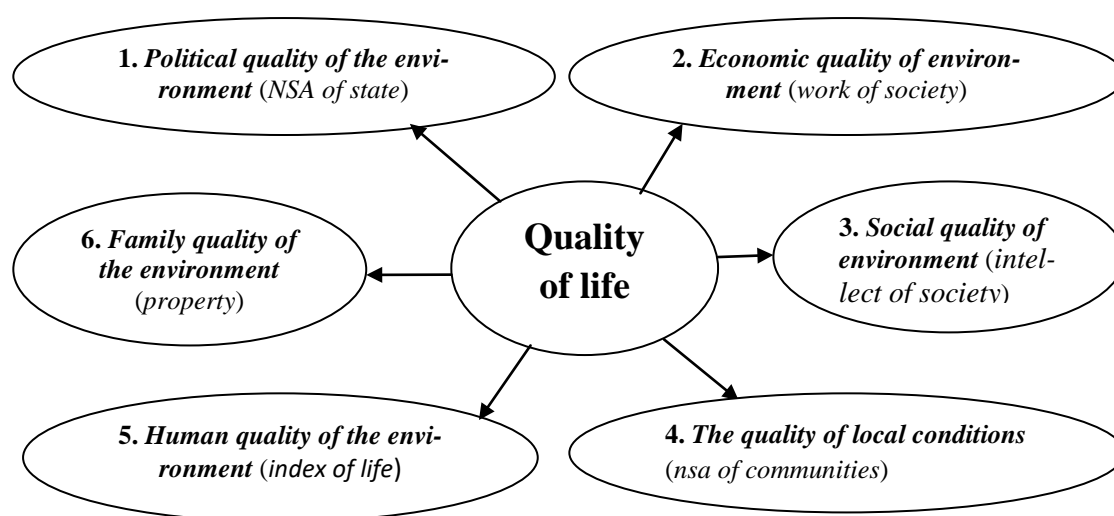


Figure 5. The model of quality management of the society.

Source: prepared by the authors.

Abbreviations and definitions, used in Figure 5: all values are known.

6. It is possible to present the problem-solving steps in the national security strengthening of the state and society in the 21st century (Figure 6).

⁴³ *Ibidem*, p. 61.

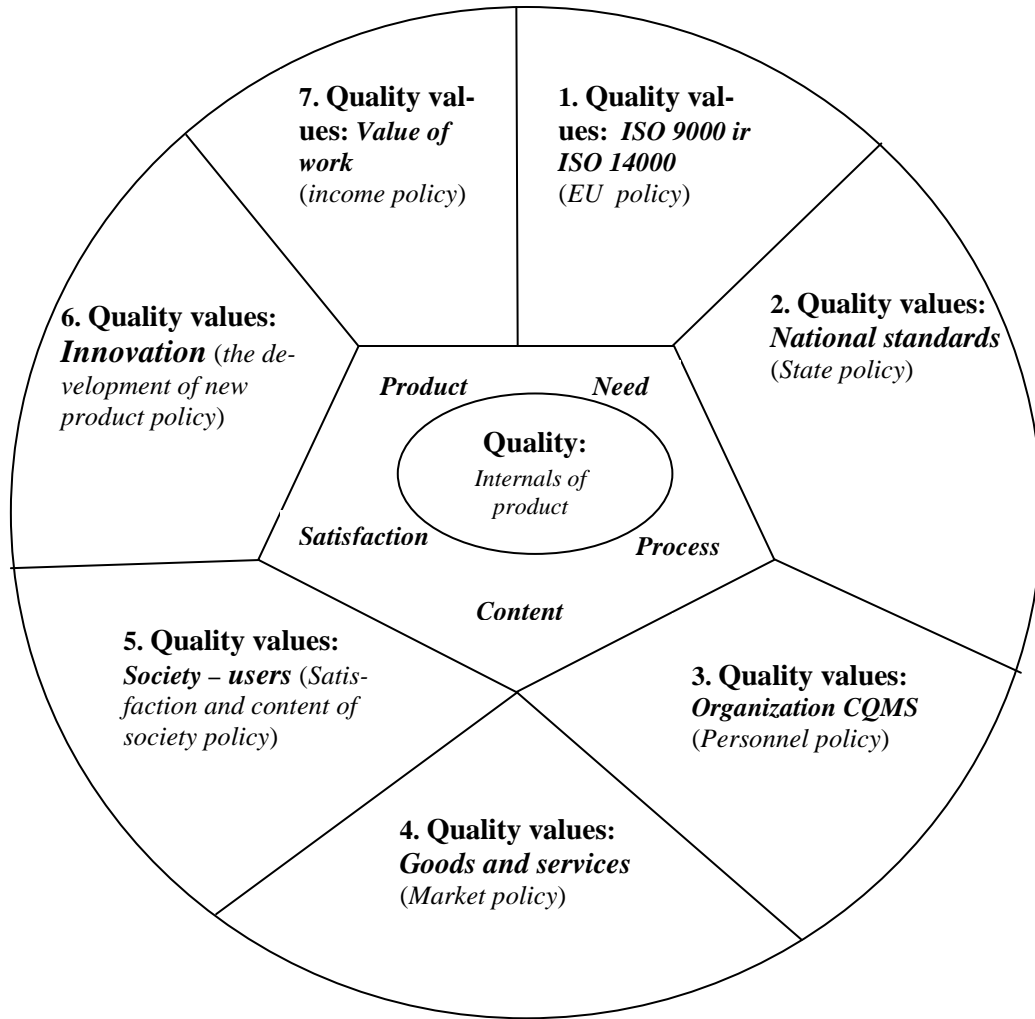


Figure 6. The quality value model of management the state and society at the EU level.
Source: prepared by the authors.

Abbreviations and definitions, used in Figure 6:

here: **CQMS** – Complex Quality Management System; all values are known.

7. It is possible to present the problem-solving steps in the national security strengthening of the state and society in the 21st century (Figure 7).

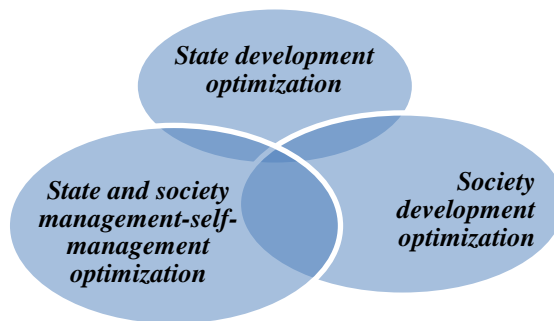


Figure 7. The model of quality management of the state and society.
Source: prepared by the authors.

Abbreviations and definitions, used in Figure 7: all values are known.

8. It is possible to present the problem-solving steps in the national security strengthening of the state and society in the 21st century (Figure 8).

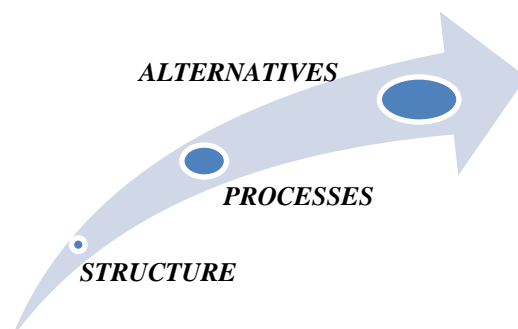


Figure 8. *The model of quality management of the organization.*
Source: prepared by the authors.

Abbreviations and definitions, used in Figure 8: all values are known.

9. It is possible to present the problem-solving steps in the national security strengthening of the state and society in the 21st century (Figure 9).

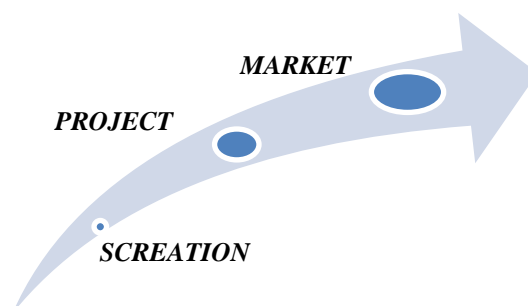


Figure 9. *The model of quality management of the new product.*
Source: prepared by the authors.

Abbreviations and definitions, used in Figure 9: all values are known.

10. It is possible to present the problem-solving steps in the national security strengthening of the state and society in the 21st century (Figure 10).



Figure 10. *The model of complex quality management system of the organization.*
Source: prepared by the authors.

Abbreviations and definitions, used in Figure 10: all values are known.

Generalization. It is possible to present the problem-solving trends of the optimization national human resources of the state and society for improve national security in the 21st century.

Conclusions

The solutions of the human resources development optimization:

- Political environment optimization in the 21st century (Figure 1; Figure 2; Figure 3).
- Economic environment optimization in the 21st century (Figure 8; Figure 9; Figure 10).
- Social environment optimization in the 21st century (Figure 5; Figure 6).
- *The solutions of the private and national security trends optimization:*
- Implement the management and self-management systems models for improve private security (Figure 4).
- Implement the management and self-management systems models for improve national security (Figure 7).

Summary

The paper analyzes the state strategy of society for full employment policies in the globalization conditions. This paper aims to examine the integration of state management system (SMS) and society self-management system (SSMS) common to European Union (EU) area in the globalization conditions.

We present a research models of state and society chain integration which responds to full employment policies in the globalization conditions. Integration of the state strategy chain synchronizes the key processes in terms of society for full employment of development economics common EU area in the globalization conditions.

The work provides an analysis of development the factors economic and social environment in Lithuania, the role of environmental factors for development the society at the present moment, presents the future changes in the national economy, describes the private security strengthening tendencies in Lithuania under the conditions of EU and the urgent issues in the management of human resources trends of the society of the economic and social environment in Lithuania. The generalized results of theoretical studies and research for strengthening national strategy now and in future are presented; conclusions and recommendations for improving the management of state and society trends of future and human resources trends under the conditions of Lithuania are formulated.

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