Importance Of Motivation And Planning In US Army

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Introduction

The army, for any country, is an institution that demands a high level of organization, discipline, strategic control, planning and goal orientation. Therefore, it is very important that the organizational culture and management of the army must abide by a greater level of organizational behavior, controls, and philosophies. It is important for the soldiers to be highly motivated, encouraged, goal-oriented, trained and controlled by effective leadership to ensure management and optimized work to achieve a common goal. However, if any organization, including the army, does not have proper project planning and motivational mechanisms, it can have certain issues and risks. In the US Army, two main problems are often observed, i.e., increased rate of Post-Traumatic Stress Disorder in soldiers during and after the battles (Koffman & Helms, 2015) and lack of proper feasibility analysis and planning to ensure optimized success rates.

Organizational Background

The respective paper will specifically focus on the issues faced by the US Army in the recent past. The US Army is considered one of the most managed, controlled, well-equipped, advanced and strong militaries of the world, with almost no strategic or technological competitor. However, even the US Army has sometimes faced backlash and difficulties due to a lack of certain organizational behavior aspects. Two main aspects that have created issues for the US Army are planning and personal motivation, which resulted in an increased rate of soldiers suffering from PTSD, depression, and anxiety (Koffman & Helms, 2015).

Importance Of Motivational Theories In US Army

In the US Army, considering the incidents and cases of Post-Traumatic Stress Disorders (Koffman & Helms, 2015) in veterans and war returning soldiers, it is important that strategies must be adopted to keep them highly motivated, encouraged and satisfied. To achieve these objectives, some of the most effective theories of motivation are presented by Maslow, Alderfer, and Herzberg. Their motivational theories help ensure that the psychological stability of the soldiers is kept intact and highly developed to save them from trauma and depression (Koffman & Helms, 2015).

Organizational researchers have given careful consideration to the possibility that individuals are

motivated to utilize their occupations as an instrument for fulfilling their needs; along these lines, this examination means to utilize the first Maslow's hierarchy of need theory of motivation as an establishment for deciding a positioning request of the soldiers' needs.

Maslow suggests that human needs can be ordered into five classifications and that these classifications can be masterminded in a hierarchy as indicated by their significance. These incorporate physiological, security, having a place, esteem and self-realization needs. Physiological needs are the prerequisites for human survival. Moreover, they incorporate breathing, sustenance, water, shield, sex, garments, rest, and solace. Wellbeing needs can be viewed as an approach to meet tomorrow's physiological needs. They incorporate, for instance, individual and money-related security, well-being, arrangement and lawful insurance. Love and having a place needs to incorporate social connections, kinship, adore, closeness, family, group, having a place and connections. Self-Esteem needs to incorporate confidence and also recognition from others.

Esteem can come as achievement, status, prestige, recognition, authority, autonomy and duty. Self-completion needs identify with winding up plainly more than what we are, and they can originate from peace, information, self-satisfaction, acknowledgment of individual potential, self-awareness and pinnacle encounters. As indicated by Maslow, a man is motivated, most importantly, to fulfill physiological needs. For whatever length of time that they stay unsatisfied, the soldiers are motivated just to satisfy them.

Moreover, as indicated by Maslow, the basis is very straightforward because soldiers who are excessively eager or too sick, making it impossible to work, will barely have the capacity to make a big deal about a commitment to profitability or the achievement of the organizational objectives. A ton of empirical examinations on soldiers' motivation utilizing the first and adjusted Maslow's model have been attempted. These soldiers' motivation studies have been led in a wide range of occupation circumstances, among various classifications of soldiers utilizing diverse research techniques and applications.

As far as soldiers' motivation, overviews have utilized diverse motivational components, some of them considered by the first theory of Maslow, some of them altogether different from the five human needs proposed by Maslow. Notwithstanding the substantial feedback routed to the hierarchy of needs theory, we trust that this theory has made a huge commitment in the field of organizational behavior and management, particularly in the range of soldiers' motivation and stays appealing for the two specialists and managers alike. The fuse of the need theory into the workplace today could be a consequence of the commitments made so far by Maslow's hierarchy of needs theory. This is, indeed, the primary component of leadership.

Subsequently, for satisfactory work motivation, it is imperative for the leader-manager to comprehend which are the most dynamic and obvious needs of the soldiers. In such a manner, Abraham Maslow's essential model shows that there is a hierarchy of needs and that those needs on a lower level must be fulfilled before moving to a larger amount. At the end of the day, when a need is fulfilled it never

again motivates the individual, and the following need replaces the past one. Concentrating on the needs of a populace, given Maslow's hierarchy of needs, gives valuable data concerning the level of motivation achieved by the soldiers. The outcomes can lead to finding proper arrangements with a specific end goal to expand motivation, being a pointer of work behaviors. Contingent upon the level of the soldiers' needs, the arranging and directing of their work behavior can occur so as to address the issues.

Moreover, according to Herzberg, general job satisfaction can be measured independently by utilizing job satisfaction and job dissatisfaction parameters (Manson, 2014). Under each of these, he emphasizes, there are different factors that are identified with factors of satisfaction and dissatisfaction (Manson, 2014). It particularly concerns itself with the factors for job satisfaction of work itself, development, progression, recognition, and responsibility (Manson, 2014).

Herzberg et al. (1959) found that Maslow's theory of self-improvement and self-realization turned into the keys to comprehension of the nice sentiments in these successions (Dhanapal, Subramaniam & Vashu, 2013). The creators found certain patterns in the attributes of high and low groupings. In the high successions, just a small number of factors were responsible for positive sentiments about the job. Those factors were identified with the intrinsic factors of the job and were overwhelmingly durable (Dhanapal, Subramaniam & Vashu, 2013). At the point when positive sentiments about the job were enduring, they originated from particular achievements and recognition of those achievements rather than the job itself. The high arrangement occasions give contrast to the low grouping occasions.

It was found that a considerable number of things can be a wellspring of dissatisfaction. However, only certain factors can contribute to satisfaction (Herzberg et al., 1959). Accordingly, Low succession factors were once in a while found in the high groupings (Dhanapal, Subramaniam & Vashu, 2013). Compensation was the exemption to these discoveries as it was specified with comparative recurrence in both the high and low-range stories. In any case, when seen inside the context of the occasions, it is distinctly evident to the researchers that compensation is essentially a dissatisfier (Dhanapal, Subramaniam & Vashu, 2013). At the point when compensation was specified as a satisfier, it was identified with appreciation and recognition of a job done well and not as a factor in itself.

Furthermore, motivation factors lead to positive job mentalities since they satisfy the requirement for self-completion. Motivation factors are achievement, recognition, the work itself, responsibility, and headway (Manson, 2014). The inverse of satisfaction is no satisfaction (Manson, 2014). The inverse of dissatisfaction is no dissatisfaction (Manson, 2014). The satisfaction of hygiene needs can avoid dissatisfaction and poor performance, yet just the satisfaction of the motivation factors will bring the kind of profitability change looked for by companies (Herzberg et al., 1959). The researchers likewise analyzed the effect of the arrangements on performance, turnover, disposition toward the company, and psychological wellness (Manson, 2014) (Herzberg et al., 1959). States of mind impact the way the job is done, and positive dispositions influence performance more than ominous mentalities (Manson,

2014). As far as turnover, a negative state of mind resulted in some level of physical or mental withdrawal from the job (Manson, 2014). In connection to mentality toward the company, the study demonstrated that a company could expect the level of faithfulness to fluctuate with the level of job satisfaction (Manson, 2014).

The results demonstrated no reasonable proof for any effect on emotional well-being, in spite of the fact that the participants themselves saw that a relationship existed (Manson, 2014). It is vital to comprehend the conventional thoughts of job satisfaction at the time Herzberg had published this theory keeping in mind the end goal to completely comprehend the suggestions (Manson, 2014). Conventional clarifications of job satisfaction at the time considered satisfaction and dissatisfaction as extremes on a solitary continuum with an impartial condition at the midpoint in which the individual is neither satisfied nor dissatisfied (Manson, 2014). Workers move along this solitary scale as factors are changed or presented. Accordingly, associations concentrated on hygiene factors trying to enhance profitability. Herzberg et al. (1959) contended this was the wrong approach. With a specific end goal to build satisfaction, the motivation factors must be moved forward.

In the assessment of job satisfaction, it can be noted that a variety of factors have an implication on the behavior of the soldiers. According to Rast and Tourani (2012), the need for organizational stability has led to the development of the need to study the factors that influence job satisfaction. Also, the researchers indicate that there are varieties of factors that organizations study to create an environment where soldiers are satisfied within their jobs. Marzuki, Permadi, and Sunaryo (2012) state that the rewards, the characteristics of the job, relations with the team members and the administration and the individual needs have an effect on the level of satisfaction of the soldiers. The studies both show that it is important for employers to apply the Herzberg theory in ensuring there is continuous growth of motivational factors in soldiers.

Importance Of Planning And Estimation For US Army

For the US Army, which is combatting significantly against global terrorism and for the achievement of global peace, it is important that before stepping into any project or venture, they must ensure proper project planning and development lifecycle. The implementation of these mechanisms ensures that project efficiency is being ensured while the sub-departments of the military are working in an optimized and goal-oriented manner.

The project Planning and Development Lifecycle is one of the most critical and sensitive aspects of the organization that can have a direct impact on the productivity, efficiency, and reputation of the organization. Therefore, to complete the project development in an effective and optimized manner, it is important that special focus is made on issues and factors that lead to failed or over-expensed projects. Therefore, one of the most common concerns of project managers is regarding the factors leading to project failures, costs higher that allocated, and wastage of resources. Considering the

importance of Project Planning and development lifecycle, the respective paper will also reflect that projects often fail due to the incapability of not planning and estimating the project requirements, specifications and costs in an effective and efficient manner that could lead to the successful scheduling of the project.

In the past, the involvement of the US army in Iraq, Iran, and even the Vietnam wars has resulted not only in immense cost but also in the loss of lives of valuable American soldiers (Francis, 2011). This risk and threat could have been reduced if the American military agency and the National Security Agencies had conducted a detailed planning mechanism that would have evaluated the feasibility analyses, risk analysis, and control management before launching these projects.

To overcome these issues and deficiencies, project managers (Military leadership in this case!) must understand the importance of planning that includes detailed requirement analysis, feasibility analysis and identification of specifications before initiating the project. Careful planning leads to successful, cost-efficient and optimized accomplishment of the projects on time. Moreover, to accomplish the project successfully, it must be understood that “Deficient requirements are the single biggest cause of software project failure” (Gido, Clements & Clements, 2014). Therefore, a special concentration must be paid to proper planning and scheduling.

This serves for the process control that “addresses the team’s (soldiers and battalions) capability to execute according to plan” (Gido, Clements & Clements, 2014). During the planning process, three factors must be considered significantly, including knowledge, resources and the specifications of projects (Gido, Clements & Clements, 2014). When planning, two of the most important factors are available time duration and the allocated cost. (Chien, Wu & Huang, 2014) If these factors are not considered specifically, the project is likely to be unexpectedly expensive and may not be completed by the designated deadline. (Deutsch, 2001).

To utilize the time properly and save cost-efficiently, the project manager must spend “time to negotiate project scope and identifying and removing team impediments” (McConnell, 2001). Therefore, the project managers must focus on achieving project objectives “while simultaneously reducing development costs and cycle time” (McConnell, 2001). This is essential to keep the invested cost of the project in control while managing the risk analysis and preparing for an on-time delivery of the project.

Planning And Feasibility Analysis For US Army

The research and observations have shown that special emphasis has to be paid to the planning and estimation phases before formally and practically initiating the project. Without proper planning that includes requirements analysis, risk analysis, feasibility analysis, etc., the project is more likely to collapse. Therefore, the respective literature view will evaluate and describe these influential factors in two parts. First, the factors leading to successful accomplishment of projects, and second, the

factors leading to failure or the collapse of the projects.

Principles Of Successful Planning

Personal observations and experimentations of real-life managers (Samset & Volden, 2016) have revealed that it is not the pressure or the workload that leads to the success of the projects. Instead, it is the smartness, efficiency, and tendency to learn from the experiences that "pay off." In his article, Michael Deutsch explains that some of the key principles that can help managers in successful planning are Protecting the core capabilities and strengths (Samset & Volden, 2016), Proper risk evaluation and analysis in order to be prepared for the occurrence (Samset & Volden, 2016); Every plan must be divided into two parts (Samset & Volden, 2016); Make sure the plan is scheduled in an achievable manner (Samset & Volden, 2016); Proper Requirement Analysis (Gido, Clements & Clements, 2014). Furthermore, another preliminary phase of 'planning' is known as Requirements analysis or engineering in the context of specific projects (Gido, Clements & Clements, 2014).

Requirements engineering is one of those fundamental parts of the project development lifecycle that focus on the agreements being made between the stakeholders, identification of the specifications of the project, demarcating its scope, etc. Highlighting the importance of this preliminary phase, the researchers explain that "deficient requirements are the single biggest cause of software project failure" (Gido, Clements & Clements, 2014). Moreover, to better understand the significance of this phase, it can also be observed that one of the leading automobile manufacturing organizations – General Motors, attributes requirement analysis as the most important part of their development phase (Gido, Clements & Clements, 2014). However, Requirement Engineering should also be done in a very careful and specific manner. It should be specifically pivoted around customer priorities and demands rather than marketers (Gido, Clements & Clements, 2014). This is to ensure that the product or the project that is in the planning and developmental phase is appealing to its targeted audiences.

In the US Army management, the example of the Requirement Engineering from the General Motors can be used for enhancing the project management and risk assessment. Through proper requirement engineering, the Military leadership can develop prototypes and test cases before strategically launching the war and other similar projects. Requirement engineering not only helps in developing proper cost estimations but will also help in proper resource allocation and utilization that is required for the feasible launch of the projects and ventures.

As already stated, proper utilization of available resources is one of the keys to successful project management and development. And one of the most important resources during this process is "time." Wastage or improper utilization of time leads to wastage of cost as well as deterioration of reputation as well. Therefore, it should be managed and modularly focused (Gido, Clements & Clements, 2014) in such a way that each module of the project development phase gets sufficient tracking and accomplishment time (Chien, Wu & Huang, 2014). In this regard, focusing too much on minor tasks may lead to having no time or focus for major modules (Gido, Clements & Clements,

2014) that may come later during the process (Chien, Wu & Huang, 2014). Research has shown that "consistency in card sizes and estimates allows you to perform full project planning with little effort … [leading to] freeing up valuable time for both you and your developers" (Chien, Wu & Huang, 2014).

Importance Of Feasibility Analysis

These days, with the rapid increase in developmental projects (in this case, the defense budgets, project costs, and post-operational military costs have exponentially increased and sub-passed the education, health, and social services costs (Francis, 2011)), the trend of feasibility analysis have taken momentum within the corporate arena. The feasibility study involves the cost analyst as well whose responsibility is to analyze the economic worth of the project along with the cost to be invested and the probable outcome it will produce to overcome the investment cost and bring in the maximum profit. The entire job of the cost analyst revolves around research, communication, future predictions and ongoing trends. Globalization and diversity have further complicated the job of the cost analysis since he has to deal with unknown and non-native scenarios in various instances. Without technological advancements, the job of cost analysis would have become exponentially complicated and unreliable.

The exact cost estimation can be severely challenging and problematic, specifically when dealing with harsh geographic conditions. One of the primary reasons for being so challenging is the unpredictability and high-risk factors associated with the harsh geographic conditions and localities. The continuous risk, the inexperience of the project manager with the non-native geographic conditions and lack of knowledge about the ways to tackle the aftermath of the geographic incidents can significantly mar the quality and completion of the project. (McConnell, 2001)

In case of minor geographic factors such as climatic shifts, rains or severe heat waves, the satellite systems can assist the project managers in having a marginal risk analysis that adds consistency in the exact cost estimations; however, if the specific location is prone to more severe geographic hardships, such as earthquakes, terrains, etc., it becomes even more challenging for the project managers. The frequency of geographic mishaps is another challenge as well.

Amidst such critical and challenging situations, technology-based solutions, including internet connectivity, availability of online databases, studies, and research, along with custom-built analytical software, can greatly help the cost analyst to make accurate predictions based on the previous patterns (McConnell, 2001). These predictions can then help the project manager to further progress with the developmental procedures. In the absence of the technology, the faults would have remained hidden from being analyzed, and Due to these faults, the cost estimation and project management efficiency get reduced significantly.

Taking Advantage Of SDLC (Software Development Lifecycle)

Software Development and life Cycle approaches, specified by software engineering standards, are some of the best approaches and methodologies that can also be used by other organizations as inspiration for proper planning and estimations. (McConnell, 2001) (Deutsch, 2001) (Gido, Clements & Clements, 2014). One of the major benefits of SDLC is that it focuses on modularity or Object-oriented approaches (Gido, Clements & Clements, 2014). This approach gives the project manager total control over the various parts of the project depending upon its importance, level of criticalness and priority, hence allocating required resources according. Furthermore, it also allows the project managers to properly size and scope estimation of the project as well (Gido, Clements & Clements, 2014), i.e., an essential part of Requirements Analysis as well.

Furthermore, technological developments have also made the phase of estimation and scope identification easier for project managers (Deutsch, 2001). Unlike older times, efficient project managers can make use of estimating and sizing metrics such as *Web Objects, Cocomo II, and WebMo (Deutsch, 2001)* And CMMI models (Davison, Mackinnon & Royle, 2004) for the size and scope estimations (Deutsch, 2001). This enables the managers to have precise, concise and accurate forecasts and estimations, leading to rapid and effective decision-making and planning phases (Deutsch, 2001).

Factors Leading To Project Failure

Along with specifically considering various factors that positively impact the planning and development phase of the projects, there are certain mistakes and challenging factors as well that can negatively influence the planning and development phases. Steve McConnell, in his article titled “The Nine Deadly Sins of Project Planning,” discusses the nine major and more challenging mistakes that are often made by project managers. He specified these nine deadly sins of project planning as:

1. Not planning at all (Kendrick, 2015);
2. Failing to account for all project activities (Kendrick, 2015);
3. Failure to plan for risk (Kendrick, 2015);
4. Using the same plan for every project (Kendrick, 2015);
5. Applying prepacked plans indiscriminately (Kendrick, 2015);
6. Allowing a plan to diverge from project reality (Kendrick, 2015);
7. Planning in too much detail too soon (Kendrick, 2015);
8. Planning to catch up later (Kendrick, 2015);
9. Not learning from past sins/mistakes (Kendrick, 2015).

Out of the listed failure Factors, the following are the most critical sins of Project Managers.

Not Planning At All

In context to the mistakes and challenges listed above, it is evident that one of the most common mistakes is not planning at all. This means that project managers may start working on the projects as soon as the project arrives without actually planning and discussing the project. The planning and estimation phase should be properly documented and well-logged to ensure that every project activity is focused and planned. And nothing is left behind.

Failure To Plan For Risk

Another important aspect is 'risk analyses and feasibility analysis. These phases lead to earlier preparation and forecasting of the possible issues and challenges that can arise during the project development lifecycle. Furthermore, it is important that the project managers create a tailor-based, customized plan for each of the projects instead of using a generic plan for every project. This is one of the most common and greatest mistakes that are made by the managers and lead to the ultimate collapse of the project.

Using The Same Plan For Every Project

Out of all the listed problems and attributes with the project planning phases, one of the most critical and commonly made a mistake is not making customized and tailored plans for each project according to its specifications. Instead, keep on using a generic and older project plan every time.

The problem with this practice is that with rapid globalization and enhancement in technology, the needs and requirements of the projects are also changing rapidly and very fast. As a result, the project managers must keep pace with this change to keep the project updated, efficient and in accordance with new trends and demands. On the other hand, using older plans restricts the managers from addressing all of the activities and modules of the projects that may not be in coherence and accordance with the new trending demands. As a result, the project is more likely to collapse.

Applying Pre Packed Plans Indiscriminately

Therefore, it is highly recommended that the plan for each project be made from scratch by properly evaluating and analyzing the conditions, scenarios, and requirements. These can be achieved by conducting detailed requirements analysis (Kendrick, 2015) and feasibility analysis. Furthermore, it also helps the project managers in deploying the latest and most efficient technology and technique available to develop a well-crafted project utilizing the available resources in an optimized and efficient manner.

Therefore, it is essential that the project managers must avoid:

1. Overlooking certain project activities (Kendrick, 2015);
2. Going into too much detail (Kendrick, 2015);
3. No Risk Analysis and Preparation (Kendrick, 2015);
4. Not making project-specific plans (Kendrick, 2015);
5. Not considering project facts and reality (Kendrick, 2015)
6. Not considering past mistakes. (Kendrick, 2015)
7. Conflicting project goals (McConnell, 2001)
8. lack of a detailed product description (McConnell, 2001)
9. wide variations in developer productivity (McConnell, 2001)
10. the difficulty of modifying existing code (McConnell, 2001)
11. the emergence of new development processes, etc. (McConnell, 2001).

Overview

Critically evaluating and analyzing the available research sources, it can be concluded that proper planning and scheduling are the most critical aspects of any project development lifecycle. If these phases are not accomplished properly, the project is likely to fail or become a white elephant for the organization. The literature review further highlights that the project managers must be well-aware that it is not possible to be precisely successful in projects without 'Planning and Scheduling' properly. (Deutsch, 2001) To do so, the following are the major planning and scheduling phases that must be considered:

1. Requirement analysis; (Samset & Volden, 2016)
2. Specifications; (Samset & Volden, 2016)
3. Available Time and other resources (Chien, Wu & Huang, 2014)
4. Modular and Object-Oriented scheduling (Gido, Clements & Clements, 2014)
5. Customizing the plans according to the Project needs (Gido, Clements & Clements, 2014)
6. & Risk Analysis. (Gido, Clements & Clements, 2014) (Gido, Clements & Clements, 2014)

Critically analyzing and summarizing the findings of the respective research, the following table has been formulated for a brief oversee of the results.

Importance Of Leadership Traits For The Implementation Of The Recommendations

There is no doubt about the competencies and capabilities of the US Military leadership. With the highest levels of possible skills and intellectualism, the leadership has already attained the status of Super Power for the American Nation. Therefore, it can be stated that the leadership of the US military

is the best choice for the implementation of the stated recommendations.

Leadership is one of the most critical traits and features that are required by the authorities, supervisors, and managers to help the organization meet its objectives in an optimized and efficient manner without wastage of the available resources. Even though the basic requirements of being a good leader remain the same, there are certain details that may change and vary depending on the status and type of organization.

The difference in functioning and characteristics of this leadership differ depending upon the visions of the leaders. A Business leader has the vision to align their business processes to maximize the profits and minimize the loss. In other words, their core objective is monetary gain and market sustainability through investments. Leaders have the vision of serving society for the greater cause.

Monetary income is not their vision; rather, the service to humanity and social construction is their vision. Military leaders, on the other hand, have a much broader and critical vision that involves national integrity, defense, economic uplift, foreign relations, etc. As is apparent from the visions, the three leaders differ in scale, extent, status, and level; this also defines their unique leadership qualities.

In military leadership, the authority is hierarchical, which also describes the leadership constraints. For instance, the department manager will have to have leadership qualities like creating a tolerant culture, managing the labor, motivating them, aligning the tasks with goals and communication skills; however, he will not be required to have leadership qualities of decision making and strategy making. Similarly, the executive leaders will have the leadership requirements of decision-making, analyzing the scenarios, and strategy-making, yet they will not be required to have qualities such as conflict resolution and negotiation.

Moreover, for the implementation of the recommendations, the following are the key traits that are essential in leadership. In the US Military, these traits are significantly established.

1. Every leader must be proficient in communication skills. These are highly regarded and needed when it comes to convincing the subordinates, employees, and labor that is working under the leadership. Effective communication can help in convincing, motivating and achieving the loyalty of the subordinates.
2. Determination, dedication, and passion for the achievement of the goals and vision should be in every leader to pursue their jobs and tasks efficiently. Without determination, no leadership will be successful.
3. Flexibility should be present in the leadership personality and should be made more democratic rather than dictatorship style. This is important to make more convincing decisions and establish a relationship of trust.

Leadership is an important part of the organizations that determine the success and efficiency of the organization. However, the leaders must be well aware of their requirements and required traits so

that they can specifically concentrate on their jobs. For the leaders, it is important that they focus specifically on their objectives and the motivation level of the supporters, while the Business leaders have to eye the monetary objectives. Military Leadership is more critical and sensitive, has a multidimensional vision, and must have multi-dimensional administrative powers.

Recommendations

Considering the above-presented problems faced by the US Army and the specific aspects of the organizational behavior, the following are the recommendations for enhancing the efficiency and success rate of the US military in future ventures against global terrorism:

- Project Planning
- Feasibility Analysis and Risk Management
    - Predictions and forecasting
- Ensuring self-motivation, encouragement and psychological stability of the soldiers

Conclusion

Conclusively, it can be stated that the most important aspect of making a project (launching of the war and Defence projects) successful, regardless of its scale and scope, is to 'plan and schedule' it properly. Managers who fail to plan properly and motivate their soldiers before initiating the project often fail and end up wasting the available resources, including human, financial, time and energy resources. A successful project is one that makes use of these resources in an optimized and efficient manner where the maximum possible output is achieved against the minimum possible inputs. According to this, the managers must accomplish the project systematically by following the steps and procedures specified earlier.

Furthermore, emphasis should be paid to the following parts of the planning that include requirements analysis, risk analysis, self-motivation, feasibility analysis and scope identification. Therefore, the correct accomplishment of these phases has a direct impact on how the project managers schedule their projects so that they can be completed within the deadline and allocated budget.

The involvement of a strategic and patient project planning, motivational, and management approach will help the US Army enhance its success rate at the global level in achieving its immensely important target of achieving global peace and combat terrorism.

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