Research Problem Review 77-8

LEVEL II

FORT GORDON ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

Douglas Griffith

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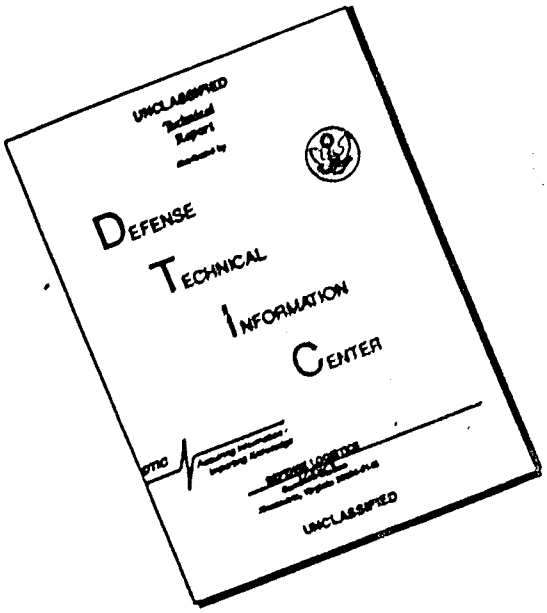

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Human Performance
in Field Assessment

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Research Problem Review 77-8

6 FORT GORDON ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

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FOREWORD

The Fort Hood Field Unit of the Army Research Institute for the Behavioral and Social Sciences (ARI) conducts research in support of the Training and Doctrine Command (TRADOC) Combined Arms Test Activity (TCATA), formerly known as MASSTER. In the fall of 1975, General William D. DePuy, the Commanding General of TRADOC, asked ARI to conduct a survey of troop attitudes toward the recently implemented One Station Unit Training (OSUT) program. OSUT integrates basic combat training (BCT) and advanced individual training (AIT) into a single shorter training cycle, with one station and one cadre for the trainee. The concept is designed to qualify, motivate, and indoctrinate the trainee more efficiently.

In response to the TRADOC request, the OSUT Attitudinal Survey was conducted and analyzed for six MOS training programs. The present Research Problem Review gives the results from MOS 36C (Telephone Lineman) at Fort Gordon, GA. The other programs are:

MOS 11D (Armor Reconnaissance Specialist) and 11E (Armor Crewman) at Fort Knox, KY, presented in ARI Research Problem Review 77-4.

MOS 12B (Combat Engineer) at Fort Leonard Wood, MO, presented in ARI Research Problem Review 77-5.

MOS 13B (Field Artillery Crewman) at Fort Sill, OK, presented in ARI Research Problem Review 77-6.

MOS 16P (Chaparall Crewman) at Fort Bliss, TX, in ARI Research Problem Review 77-7.

The entire project is responsive to special requirements of TRADOC and the office of the Deputy Chief of Staff for Personnel, and to Army Project 2Q763743A775.

J. E. UHLANER
Technical Director

FORT GORDON ONE STATION UNIT TRAINING
(OSUT) ATTITUDINAL SURVEY

BRIEF

Requirement:

In the fall of 1975, the U.S. Army Training and Doctrine Command (TRADOC) directed an evaluation of an experimental 12- to 15-week One Station Unit Training (OSUT) program as replacement for the current two-phase Basic Combat Training/Advanced Individual Training cycle. As a first step, the U.S. Army Research Institute was required to administer a survey of training attitudes toward the OSUT concept and to compare the attitudes of personnel completing training under the two programs.

Procedure:

Independent groups of trainees in the 13-week Telephone Lineman (MOS 36C) course at Fort Gordon who had completed OSUT or BCT were administered questionnaires concerning their attitudes on a variety of biographical and training related topics: background, intensity of training, ancillary training, morale, reenlistment, and opinion of OUST. Within each category the items were analyzed individually. Chi-square tests were employed to determine whether differences between the groups in the pattern of responding were statistically significant ($\alpha = .05$). When statistically significant differences were obtained, a subjective assessment was made of their operational significance.

Findings:

The BCT and OSUT groups were not comparable with respect to the background factors. Since the BCT group could not be regarded as an appropriate control group, no comparisons between BCT and OSUT results are reported in this Brief.

With respect to the OSUT group the following conclusions are offered:

1. No serious problem emerged with respect to training intensity.

2. The OSUT trainees had satisfactory perceptions of their cadre.

3. A total of 57.8 percent of the OSUT trainees expressed intentions of reenlisting.

4. There seemed to be a general acceptance of many OSUT policies.

Utilization of Findings:

These findings impact on the implementation of OSUT for the 36C Telephone Lineman MOS, and were incorporated into the Fort Gordon report for the 36C MOS OSUT Evaluation and into the TRADOC report of the overall OSUT evaluation RCS ATTNG (OT) 36.

FORT GORDON ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

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FORT GORDON ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

INTRODUCTION

OSUT is a training concept which is designed to qualify, motivate, and indoctrinate the United States (US) Army trainee in his chosen branch. The program is characterized by one station and one set of cadre for the trainee; training to critical entry level skills; integration of normal basic combat training (BCT) and advanced individual training (AIT) subjects into a single training cycle; and requiring less time to achieve standards commensurate with entry level skills for the trainee's first unit of assignment. In June 1974, the 16-week OSUT infantry (IN) program was implemented at Fort Polk, Louisiana. Experience from this program led the United States Army Infantry Center (USAIC) to develop a 12-week OSUT (IN) program specifically designed to produce an initial entry infantryman capable of performing a minimal set of critical tasks identified by the USAIC and approved by Training and Doctrine Command (TRADOC).

In the fall of 1975, TRADOC directed that a test be conducted to determine the viability of a 12/15 week OSUT concept. Six military occupational specialties (MOS's) were identified for testing: MOS's 11D and 11E at Fort Knox, Kentucky; MOS 12B at Fort Leonard Wood, Missouri; MOS 13B at Fort Sill, Oklahoma; MOS 16P at Fort Bliss, Texas;

and MOS 36C at Fort Gordon, Georgia. In each case a special OSUT program was designed to produce an initial entry soldier capable of performing a minimal set of critical tasks that were provided by TRADOC.

PURPOSE

The TRADOC test plan included a requirement for an attitude survey by the Army Research Institute (ARI). The purpose of this survey was to assess trainee attitudes toward OSUT, and to compare the attitudes of trainees graduating from the current 16 week BCT/AIT program with the attitudes of trainees graduating from the 13 week OSUT test program. This report deals with the results of the ARI attitude survey conducted with the MOS 36C (Telephone Lineman) trainees at Fort Gordon.

PROCEDURES

Independent groups of trainees at Fort Gordon who had completed BCT (N = 973) or OSUT (N = 320) were administered a questionnaire (see Appendix G) assessing attitudes on a variety of biographical and training related topics. The BCT group was regarded as a control group. The inappropriateness of regarding the BCT group as a control group is acknowledged, but administrative considerations precluded the use of a more appropriate control. The questionnaire consisted of 46 critical items for the control group and 53 critical

items for the experimental group. For purposes of analysis each questionnaire item was classified into one of the following categories: background items, training intensity items, ancillary training items, morale items, reenlistment items, and OSUT opinion items.

The purpose of the background items was to ascertain whether the OSUT and control groups differed with respect to such factors as age, education, reasons for enlisting, etc. The items along with a summary of the responses of the two groups are summarized in Appendix A.

The training intensity items were included to assess whether the shortened training cycle resulted in differences in the training environment of the OSUT trainees. The question here concerns whether the shortened training cycle resulted in less sleep and free time for OSUT trainees, and whether the shortened training cycle resulted in more compensatory training, additional training, and individual counseling for OSUT trainees. The training intensity items and the summary of the responses to them are included in Appendix B.

Ancillary training items were included to assess whether such additional factors as the attitudes, behaviors, and abilities of the training cadres and commanding officers differed for the two groups. The items and the summary of the responses for this category are presented in Appendix C.

Morale items were designed to assess whether there were any differences in the attitudes and morale of the OSUT and control trainees. The items and their respective summaries are presented in Appendix D.

Items bearing on the respondent's likelihood of reenlisting are included in a category of their own. It was reasoned that the background factors, training factors, and morale factors all contribute to the reenlistment decision. These reenlistment items provide an indication of the input of these factors on reenlistment. Items pertinent to opinions regarding reenlistment and their summaries are presented in Appendix E.

The final category of items has been labeled OSUT opinion items. These items address opinions intimately related to the OSUT concept. Included here are items concerned with opinions concerning the length of the training cycle, whether training should be taken at the same or different posts, etc. These items and their responses are summarized in Appendix F.

Within each category the items were analyzed individually. Chi-square tests were employed to determine whether the differences in the pattern of responding between the OSUT and control groups were statistically significant ($\alpha = .05$). Whenever statistically significant differences were obtained, a subjective assessment was made concerning the operational significance of the differences.

RESULTS

GENERAL

Statistical significance did not always indicate practical or operational significance. There were instances where, although the chi-square statistic was significant, the lack of a meaningful pattern of differences precluded interpretation. There were other instances where, although the chi-square statistic was significant, the absolute differences between the groups were small. Care should be taken not to overgeneralize these results simply because they are statistically significant. In like manner, when differences between the sample groups are not statistically significant it may not be inferred that no differences exist between the groups; it can only be concluded that insufficient evidence exists to accept the difference at our arbitrarily selected significance level of .05. Chi-square and p values for each of the items are provided in the appropriate appendixes (Appendixes A through F).

BACKGROUND ITEMS

Eight items were assigned to this category (see Appendix A). They deal with marital status, age, prior service, enlistment status, prior education, ethnic group membership, reason for enlistment, and preenlistment reenlistment attitudes. It was found that the control and OSUT groups significantly differed with respect to three of the items. Item 1 indicated that significantly more of the OSUT respondents

were married. Moreover, Item 2 indicated that the OSUT respondents tended to be somewhat older than the control respondents. The biggest difference between the two groups emerged with respect to Item 4. Three-quarters of the OSUT respondents stated that they had enlisted for four years or more as contrasted with only 28.5 percent of the control respondents. It would appear, then, that the OSUT respondents were slightly more mature and stable than the control respondents, and that they had a longer term military commitment. The effects of these differences on the remaining questionnaire items are difficult to estimate.

TRAINING INTENSITY ITEMS

The training intensity items are summarized in Appendix B. Comparisons between the OSUT and the control groups were made on nine of the twelve training intensity items. Of these nine items, three revealed statistically significant differences in the pattern of responding between the OSUT and the control groups. Item 24 indicated that the OSUT respondents tended to believe that they had more free time in the evenings than did the control respondents. Although the analysis of Item 31, concerning the number of hours sleep on a work day/night, revealed a statistically significant difference between the two groups, the absence of a consistent pattern of differences between the groups precluded a meaningful interpretation.

Item 34 indicated that the OSUT respondents perceived their training as easier than did the control respondents.

It is quite clear that the shortened training cycle did not result in the OSUT respondents perceiving their training to be more intense than the control respondents. On six of the nine items there were no statistical differences in the pattern of responses of the two groups. Two of the three significant items indicated that the OSUT respondents perceived their training as less intense than the control respondents. The lack of a consistent pattern of responding in the third significant item rendered its interpretation equivocal.

The remaining three items, which were answered only by the OSUT respondents, indicated that the majority of respondents were pleased with the coverage of MOS topics (Item 46), that the repetition included in the program was perceived as adequate (Item 50), and that the majority of the OSUT respondents were satisfied with the pace of training (Item 51).

In summary, the pace of training did not appear overly hectic for the OSUT respondents. Indeed, the majority were satisfied with the pace of their training.

ANCILLARY TRAINING ITEMS

Of the six ancillary training items, (see Appendix C), only two presented statistically significant differences in the pattern of

responding. Item 20, pertaining to the job the drill sergeants did keeping their trainees informed about training events and policies, was statistically significant. The absence of consistent differences in the pattern of responding precludes meaningful interpretation, however. Item 23 indicated that the OSUT respondents tended to perceive their NCO's as being understanding of their needs.

On the whole, a perusal of the ancillary training items did not reveal any problems with respect to the training environment for either the OSUT or the control respondents. Moreover, OSUT respondents had a more favorable perception of their NCO's understanding their needs than did the control respondents.

MORALE ITEMS

The morale items are summarized in Appendix D. The OSUT and control groups were compared on thirteen of the fifteen items. Of these thirteen items three presented statistically significant differences in the pattern of responding. Item 14 indicated that the control respondents tended to perceive more harassment in their unit than did the OSUT respondents. Moreover, Item 17 indicated that more OSUT respondents felt they were treated like men than did control respondents. The question of company morale, Item 29, while statistically significant, did not reveal a consistent pattern of differences in responding.

In summary, then, of the thirteen morale items, two indicated superior morale in the case of the OSUT respondents. Perhaps what is of primary importance, however, is that the level of morale appeared to be generally high for both groups.

The remaining two items indicated that the OSUT respondents thought their training was quite useful in preparing them for their MOS (Item 9), and that their assigned MOS made use of their abilities (Item 40).

REENLISTMENT ITEMS

The reenlistment items are summarized in Appendix E. Of the three items only Item 42 revealed a statistically significant difference in the pattern of responding. Since no consistent trend could be found in the pattern of responding here, it is concluded that no practical differences emerged between the two groups with respect to the issue of reenlistment.

OSUT OPINION ITEMS

A final category of items was termed the OSUT opinion items since these items reflected the trainee's attitudes on matters intimately related to the OSUT concept (e.g., length of training, whether training should be done at the same or different posts, or with the same or different cadre, etc.). The nine items and their summaries are presented in Appendix F. The OSUT and control groups were compared on seven of the nine items. Of these seven items,

three presented statistically significant differences in the pattern of responding. Item 38 indicated that whereas a majority of the control respondents preferred to have their leave prior to becoming MOS qualified, a majority of the OSUT respondents preferred to save their leave until after they were MOS qualified. Perhaps the difference in the preferences of the two groups reflects the fact that the control respondents experienced a clear demarcation between BCT and AIT. Item 49 appears to indicate that more OSUT than control respondents felt that it was desirable to stick with the same group of trainees throughout the training. Moreover, Item 54 indicated that more OSUT than control respondents thought that it was desirable to keep the same cadre throughout training. Item 53 indicated that more control than OSUT respondents felt that it was desirable to change posts for the last half of training. For the most part these differences between the OSUT and control respondents seem to reflect a basic conservatism, wherein respondents appear to express a preference for the manner in which they were trained. It also appeared that the OSUT respondents approved of many policies integral to the OSUT concept.

CONCLUSIONS

In the present instance it is difficult to draw conclusions regarding the patterns of responding for the OSUT and the control groups. This difficulty stems from a basic lack of comparability

between the OSUT and the control respondents. First of all, the questionnaire was administered to the two groups at different loci in the training cycle. Secondly, the OSUT group was comprised entirely of trainees attempting to earn the 36C MOS, whereas the control group was comprised of a variety of potential MOS's. According to the background items the OSUT respondents tended to be older than the control respondents. Moreover, significantly more OSUT respondents were married, and a larger percentage of OSUT respondents had longer term commitments to the Army. Thus, the picture of the OSUT respondent that would tend to emerge is that of an older, more stable, more committed group.

Fortunately, the present analysis does not rest solely on OSUT-control group comparisons. The absolute percentages of responses can be analyzed for the OSUT group alone. When this is done it can be seen that no serious problem emerged for the OSUT respondents with respect to training intensity. Apparently, the shortened training cycle did not result in an overly harsh training cycle for the OSUT respondents. Moreover, the shortened training cycle did not appear to have any deleterious effects on the morale of the OSUT respondents. The OSUT respondents had satisfactory perceptions of their cadre and a reasonable percentage of OSUT respondents expressed intentions of reenlisting. Finally, there seemed to be a general acceptance among OSUT respondents of many OSUT concepts.

APPENDIXES

APPENDIX A

Summary of Background Items

Item 1: What is your marriage status?

	n	Single	Married	Separated	Divorced	Other
OSUT	301	76.4%	21.9%	0.3%	0.3%	.9%
CONTROL	955	82.7%	13.8%	0.6%	1.3%	1.4%

$\underline{X}^2_{(4)} = 13.57 \quad p < .02$

Item 2: How old are you?

	n	17	18	19	20	≥ 21
OSUT	301	9.6%	22.2%	22.2%	16.9%	28.9%
CONTROL	958	18.6%	27.2%	19.9%	10.9%	23.1%

$\underline{X}^2_{(4)} = 23.82 \quad p < .001$

Item 3: Have you prior active duty military service?

	n	Yes	No
OSUT	302	3.6%	95.0%
CONTROL	956	5.3%	93.9%

$\underline{X}^2_{(1)} = 1.36 \quad p < .95$

Note: Percentages do not sum to 100% since some respondents responded incorrectly.

Item 4: What is your military status?

	n	Nat'l Guard	Reserve	2 Yr Enlist	3 Yr Enlist	≥ 4 Yr Enlist
OSUT	300	20.0%	3.0%	.3%	1.6%	75.0%
CONTROL	959	7.0%	5.5%	.5%	58.2%	28.6%

$\underline{X}^2_{(4)} = 328.42 \quad p < .001$

Item 5: What level of education had you completed prior to entering the Army?

	n	≤8 Yrs	9-11 Yrs	H.S. Grad	Some Coll.	B.A.
OSUT	303	1.6%	40.9%	44.8%	11.5%	0.9%
CONTROL	958	.8%	45.1%	37.0%	15.1%	1.7%

$\underline{X}^2_{(4)} = 9.02 \quad p < .10$

Item 6: What ethnic group do you consider that you belong to?

	n	Amer-Indian	Asian-Amer /Oriental	Black/ Negro	Spanish Descent	Other
OSUT	301	8.6%	7.3%	46.1%	6.9%	30.8%
CONTROL	959	7.1%	8.3%	38.3%	10.6%	35.4%

$\underline{X}^2_{(4)} = 8.93 \quad p < .25$

Item 7: Which of the following was the most important reason that you enlisted in the Army? (A = Being a soldier is the kind of work I like; B = ...for the travel and adventure; C = Because the pay [including benefits] is better; D = ...for job training or school education in the Army; E = ...for the G.I. Bill benefits.)

	n	A	B	C	D	E
OSUT	302	8.9%	11.2%	2.9%	68.8%	7.9%
CONTROL	958	7.4%	10.1%	7.3%	67.8%	7.3%

$\underline{X}^2_{(4)} = 7.99 \quad p < .25$

Item 12: When I came on active duty, I was: (A = ...strongly considering making the Army a career; B = ... considering making the Army a career; C = borderline; D = ... opposed to making the Army a career; E = ... strongly opposed to making the Army a career.)

	n	A	B	C	D	E
OSUT	303	24.7%	30.6%	25.4%	13.2%	5.9%
CONTROL	953	21.0%	37.7%	24.9%	11.3%	4.8%

$\underline{X}^2_{(4)} = 5.86 \quad p < .25$

APPENDIX B

Summary of Training Intensity Items

Item 8: The training I have received has been: (A = Very Challenging; B = Challenging; C = Borderline; D = Unchallenging; E = Very Unchallenging).

	n	A	B	C	D	E
OSUT	302	39.4%	45.3%	9.6%	3.6%	1.9%
CONTROL	956	37.5%	46.4%	11.0%	3.3%	1.5%

$\underline{X}^2_{(4)} = .85 \quad p < .975$

Item 24: How much free time in the evenings do you have on average training day?

	n	Less than 30 Min	30 Min to 1 Hr	1 to 2 Hrs	2 to 3 Hrs	Over 3 Hrs
OSUT	296	6.0%	13.5%	23.6%	20.9%	35.8%
CONTROL	943	10.6%	26.0%	32.7%	24.6%	5.9%

$\underline{X}^2_{(4)} = 181.42 \quad p < .001$

Item 25: Do you feel there was enough time to complete the training in the scheduled time periods? (A = Yes - all the time; B = Yes - most of the time; C = Borderline - about half the time; D = No - seldom; E = No - never).

	n	A	B	C	D	E
OSUT	301	30.2%	46.5%	14.6%	5.9%	2.6%
CONTROL	955	35.1%	47.6%	10.8%	4.5%	1.7%

$\underline{X}^2_{(4)} = 6.33 \quad p < .50$

Item 26: How many extra hours per week (after normal duty hours, during weekends, etc,) were spent catching up on missed training or to cover training which your Drill Sergeant considered important?

	n	Less than 3 Hrs	3-8 Hrs	9-14 Hrs	15-20 Hrs	Over 20 Hrs
OSUT	301	54.1%	28.9%	8.9%	4.6%	1.04%
CONTROL	940	50.4%	32.4%	11.4%	2.7%	2.80%

$\underline{X}^2_{(4)} = 5.52 \quad p < .25$

Item 31: During the cycle, how many hours of sleep did you get on an average workday night?

	n	4 Hrs Or Less	5 Hrs	6 Hrs	7 Hrs	8 or More Hrs
OSUT	304	6.5%	17.7%	32.2%	25.6%	17.7%
CONTROL	961	4.2%	15.4%	29.9%	37.9%	12.3%

$\underline{X}^2_{(4)} = 4.10 \quad p < .50$

Item 32: How much time on an average training day does your Drill Sergeant spend counseling or giving informal instruction to your platoon as a unit?

	n	Less than 30 Min	1 Hr	2 Hrs	3 Hrs	Over 3 Hrs
OSUT	302	26.1%	36.0%	20.1%	7.2%	10.2%
CONTROL	955	22.1%	34.4%	23.1%	7.1%	13.0%

$X^2_{(4)} = 4.10 \quad p < .50$

Item 33: How many times during the cycle were you counseled (talked to) by your Drill Sergeant when it was just you and he discussing some personal subject or problem?

	n	None	Less than 3 Times	3-5 Times	6-8 Times	Over 8 Times
OSUT	304	44.7%	36.8%	12.1%	3.6%	2.6%
CONTROL	959	44.2%	35.9%	13.5%	2.8%	3.4%

$\underline{X}^2_{(4)} = 1.36 \quad p < .90$

Item 34: The training I have received has been: (A = Very Easy; B = Easy; C = Borderline; D = Difficult; E = Very Difficult).

	n	A	B	C	D	E
OSUT	302	23.1%	34.1%	32.1%	10.2%	.3%
CONTROL	954	10.0%	27.3%	38.9%	21.3%	2.2%

$\underline{X}^2_{(4)} = 56.10 \quad p < .001$

Item 45: The coverage of subjects concerned with basic soldiering was: (A = Much more than needed; B = More than needed; C = About right; D = Less than needed; E = Much less than needed).

	n	A	B	C	D	E
OSUT	302	12.9%	18.8%	54.9%	8.6%	4.6%
CONTROL	936	10.6%	21.4%	50.5%	13.9%	3.3%

$\underline{X}^2_{(4)} = 8.95 \quad p < .10$

Item 46: The coverage of subjects concerned with my MOS was: (A = Much more than needed; B = More than needed; C = About right; D = Less than needed; E = Much less than needed).

	n	A	B	C	D	E
OSUT	281	17.4%	19.2%	51.9%	9.6%	1.7%
CONTROL	---	---	---	---	---	---

Item 50: The training I received while going through basic training and advanced individual trainig (AIT) involved: (A = great deal of unnecessary repetition; B = some unnecessary repetition; C = The right amount of repetition for good learning; D = Not enough repetition for good learning; E = Much too little repetition for good learning).

	n	A	B	C	D	E
OSUT	279	16.1%	25.4%	49.8%	6.4%	2.1%
CONTROL	---	---	---	---	---	---

Item 51: The pace of training during basic and AIT was: (A = Much to fast; B = Too fast; C = About right; D = Too slow; E = Much too slow).

	n	A	B	C	D	E
OSUT	272	8.4%	18.0%	65.8%	4.7%	2.9%
CONTROL	---	---	---	---	---	---

APPENDIX C

Summary of Ancillary Training Items

Item 10: If I had a personal problem and needed help from my drill instructor, he would probably be: (A = Very helpful; B = Helpful; C = Borderline; D = Unhelpful; E = Very unhelpful).

	n	A	B	C	D	E
OSUT	303	39.6%	40.5%	11.5%	4.2%	3.9%
CONTROL	960	35.9%	40.5%	13.0%	6.4%	4.0%

$\underline{X}^2_{(4)} = 3.06 \quad p < .75$

Item 11: If I had a personal problem and needed help from my company commander, he would probably be: (A = Very helpful; B = Helpful; C = Borderline; D = Unhelpful; E = Very unhelpful).

	n	A	B	C	D	E
OSUT	303	39.2%	44.2%	11.8%	2.9%	1.6%
CONTROL	957	39.6%	42.1%	11.9%	3.9%	2.4%

$\underline{X}^2_{(4)} = 1.45 \quad p < .90$

Item 20: In regard to keeping me informed about training events and policies, drill sergeants in my unit: (A = Do a very good job; B = Do a good job; C = Borderline; D = Do a poor job; E = Do a very poor job).

	n	A	B	C	D	E
OSUT	303	41.9%	37.9%	11.5%	2.9%	5.6%
CONTROL	954	43.5%	31.7%	14.6%	7.1%	2.9%

$\underline{X}^2_{(4)} = 15.49 \quad p < .01$

Item 22: Most Army officers that I know are: (A = Very understanding of their men's needs; B = Understanding of their men's needs; C = Borderline; D = Nonunderstanding of their men's needs; E = Very nonunderstanding of their men's needs).

	n	A	B	C	D	E
OSUT	301	34.8%	44.1%	16.6%	2.6%	1.6%
CONTROL	953	32.0%	40.8%	19.8%	4.9%	2.4%

$\underline{X}^2_{(4)} = 5.73 \quad p < .25$

Item 23: Most NCO's that I know are: (A = Very understanding of their men's needs; B = Understanding of their men's needs; C = Borderline; D = Nonunderstanding of their men's needs; E = Very nonunderstanding of their men's needs).

	n	A	B	C	D	E
OSUT	303	32.0%	43.2%	18.8%	3.3%	2.6%
CONTROL	956	25.3%	40.5%	23.8%	6.2%	3.9%

$\underline{X}^2_{(4)} = 11.59 \quad p < .025$

Item 27: Do you feel that the NCO's and the instructors in charge of your training know their stuff? (A = All of them do; B = Most of them do; C = About half of them do; D = Few of them do; E = None of them do).

	n	A	B	C	D	E
OSUT	302	45.6%	41.7%	9.2%	1.6%	1.6%
CONTROL	958	48.8%	39.7%	7.5%	3.2%	.6%

$\underline{X}^2_{(4)} = 6.38 \quad p < .25$

APPENDIX D

Summary of Morale Items

Item 9: The training I have received has been: (A = Very useful in preparing me to work in my MOS; B = Useful in preparing me to work in my MOS; C = Of borderline value in preparing me to work in my MOS; D = Unuseful in preparing me to work in my MOS; E = Very unuseful in preparing me to work in my MOS).

	n	A	B	C	D	E
OSUT	281	62.9%	28.8%	4.2%	.7%	3.2%
CONTROL	---	---	---	---	---	---

Item 14: In my unit, there is: (A = Almost continual harassment of soldiers; B = Much harrassment of soldiers; C = Some harassment of soldiers; D = Very little harassment of soldiers; E = No harassment of soldiers).

	n	A	B	C	D	E
OSUT	302	11.9%	10.9%	33.4%	31.7%	11.9%
CONTROL	956	11.8%	15.7%	41.0%	23.2%	8.1%

$\underline{X}^2_{(4)} = 17.31 \quad p < .005$

Item 15: In my unit the standards of military courtesy are: (A = Very high; B = High, C = Borderline; D = Low; E = Very low).

	n	A	B	C	D	E
OSUT	304	42.1%	42.1%	10.1%	3.9%	1.6%
CONTROL	958	38.5%	43.3%	12.4%	4.0%	1.6%

$X^2_{(4)} = 1.80 \quad p < .90$

Item 16: In my unit the standards of discipline are:

	n	Very High	High	Borderline	Low	Very Low
OSUT	304	37.1%	34.8%	10.1%	6.9%	2.6%
CONTROL	956	36.8%	39.4%	12.4%	5.0%	2.3%

$\underline{X}^2_{(4)} = 3.41 \quad p < .50$

Item 17: In my unit I am: (A = Always treated like a man; B = Usually treated like a man; C = Borderline; D = Usually treated like a child; E = Always treated like a child).

	n	A	B	C	D	E
OSUT	304	45.0%	39.4%	11.5%	3.6%	.3%
CONTROL	958	33.2%	39.4%	18.9%	7.0%	1.1%

$\underline{X}^2_{(3)} = 22.28 \quad p < .001$ $\qquad$ $\underline{X}^2_{(4)} = 22.45 \quad p < .001$

Item 18: During training my morale has usually been:

	n	Very High	High	Borderline	Low	Very Low
OSUT	304	29.9%	48.6%	15.1%	3.9%	2.3%
CONTROL	957	26.2%	46.4%	20.1%	5.2%	1.8%

$\underline{X}^2_{(4)} = 5.46 \quad p < .25$

Item 19: Since coming on active duty my opinion of the Army: (A = Has become much more favorable; B = Has become more favorable; C = Has not changed; D = Has become less favorable; E = Has become much less favorable).

	n	A	B	C	D	E
OSUT	304	19.7%	38.4%	25.0%	11.8%	4.9%
CONTROL	956	14.3%	37.2%	31.3%	13.2%	3.7%

$\underline{X}^2_{(4)} = 8.70 \quad p < .10$

Item 21: The Army is: (A = Very important for the defense of our country; B = Important for the defense of our country; C = Borderline; D = Unimportant for the defense of our country; E = Very unimportant for the defense of our country).

	n	A	B	C	D	E
OSUT	303	80.8%	15.5%	3.3%	.3%	---
CONTROL	956	84.9%	10.3%	3.5%	.8%	.3%

$\underline{X}^2_{(3)} = 7.40 \quad p < .10$

Item 29: On the whole, how is the morale in your company?

	n	Very High	High	Border-line	Low	Very Low
OSUT	303	28.0%	44.8%	20.1%	3.6%	3.3%
CONTROL	958	26.6%	53.3%	15.8%	2.9%	1.2%

$\underline{X}^2_{(4)} = 11.77 \quad p < .02$

Item 30: I am (A = Very proud to be a soldier; B = Proud to be a soldier; C = Borderline; D = Ashamed to be a soldier; E = Very ashamed to be a soldier).

	n	A	B	C	D	E
OSUT	303	52.8%	33.0%	11.5%	.9%	1.6%
CONTROL	957	53.9%	33.4%	10.2%	1.7%	.6%

$\underline{X}^2_{(4)} = 4.10 \quad p < .50$

Item 35: The Army is: (A = Very concerned for me as an individual soldier; B = Concerned for me as an individual soldier; C = Borderline; D = Unconcerned for me as an individual soldier; E = Very unconcerned for me as an individual soldier).

	n	A	B	C	D	E
OSUT	303	24.4%	36.6%	24.7%	9.2%	4.9%
CONTROL	953	21.9%	35.7%	29.2%	9.6%	3.3%

$\underline{X}^2_{(4)} = 3.95 \quad p < .50$

Item 40: My assigned primary MOS makes: (A = The best use of my abilities; B = Good use of my abilities; C = Some use of my abilities; D = Very poor use of my abilities; E = No use at all of my abilities).

	n	A	B	C	D	E
OSUT	283	31.0%	43.8%	19.7%	3.8%	1.4%
CONTROL	---	---	---	---	---	---

Item 41: Compared to places where I could work in civilian life, the Army is:

	n	Much Better	Better	About the Same	Worse	Much Worse
OSUT	302	23.1%	32.7%	30.1%	10.5%	3.3%
CONTROL	948	24.1%	32.5%	26.3%	12.1%	4.7%

$\underline{X}^2_{(4)} = 2.81 \quad p < .75$

Item 43: The Army has treated me:

	n	Very Fairly	Fairly	Border-line	Unfairly	Very Unfairly
OSUT	300	25.0%	51.6%	17.3%	4.3%	1.6%
CONTROL	949	23.2%	48.9%	19.5%	5.7%	2.3%

$\underline{X}^2_{(4)} = 2.57 \quad p < .75$

Item 44: The average fellow trainee in my unit is a: (A = Very good soldier; B = Good soldier; C = Borderline soldier; D = Poor soldier; E = Very poor soldier).

	n	A	B	C	D	E
OSUT	301	17.6%	59.1%	17.2%	3.3%	2.6%
CONTROL	949	15.8%	60.6%	20.1%	2.5%	.8%

$\underline{X}^2_{(4)} = 7.91 \quad p < .10$

APPENDIX E

Summary of Reenlistment Items

Item 13: I am now: (A = Strongly considering making the Army a career; B = Considering making the Army a career; C = Borderline; D = Opposed to making the Army a career; E = Strongly opposed to making the Army a career).

	n	A	B	C	D	E
OSUT	303	21.7%	33.6%	24.0%	13.2%	7.2%
CONTROL	957	18.7%	37.3%	26.2%	11.7%	6.0%

$\underline{X}^2_{(4)} = 3.32$

Item 36: When the opportunity arises, how likely is it that you will reenlist in the Army?

	n	Very Likely	Likely	Border-line	Unlikely	Very Unlikely
OSUT	302	26.1%	31.7%	18.8%	10.2%	12.9%
CONTROL	951	20.0%	31.8%	25.1%	11.2%	11.6%

$\underline{X}^2_{(4)} = 8.22$

Item 42: Would you recommend to a civilian friend of yours that he enlist in the Army? (A = Yes. Strongly recommend he enlist; B = Yes; C = Borderline; D = No; E = No. Strongly recommend he not enlist).

	n	A	B	C	D	E
OSUT	300	26.3%	34.6%	20.0%	13.3%	5.6%
CONTROL	946	17.2%	39.3%	23.6%	13.9%	5.8%

$\underline{X}^2_{(4)} = 12.43$ $\underline{X}^2_{(2)} = 2.20$

APPENDIX F

Summary of OSUT Opinion Items

Item 37: If I had my training to do over again, I would prefer to have the training given during a total of: (A = 16 weeks at different posts in different companies; B = 16 weeks at the same post in different companies; C = 16 weeks at the same post in the same company; D = 12 weeks at the same post in the same company; E = 12 weeks at the same post in different companies).

	n	A	B	C	D	E
OSUT	283	13.4%	12.0%	14.1%	42.4%	18.0%
CONTROL	---	---	---	---	---	---

Item 38: I prefer: (A = To have my first leave prior to becoming MOS qualified; B = To save my leave until after becoming MOS qualified).

	n	A	B
OSUT	303	25.0%	70.6%
CONTROL	951	63.5%	33.2%

$\underline{X}^2_{(1)} = 139.37 \quad p < .001$

Note: Percentages do not sum to 100% since some respondents responded incorrectly.

Item 39: Being separated from my friends in my company when I am transferred: (A = Bothers me considerably; B = Bothers me very much; C = Bothers me somewhat; D = Does not bother me much; E = Does not bother me at all).

	n	A	B	C	D	E
OSUT	302	9.6%	15.2%	38.7%	21.8%	14.5%
CONTROL	930	10.2%	15.0%	37.5%	24.4%	12.7%

$\underline{X}^2_{(4)} = 1.35 \quad p < .90$

Item 47: Would you like to have in your next unit the same trainees with whom you just completed training? (A = Definitely yes; B = Probably; C = Doesn't make any difference; D = Probably not; E = Definitely not).

	n	A	B	C	D	E
OSUT	302	30.7%	24.8%	22.8%	10.5%	10.9%
CONTROL	951	30.1%	30.3%	22.6%	7.9%	8.8%

$\underline{X}^2_{(4)} = 5.35 \quad p < .50$

Item 48: How do you feel about being transferred to a new post after Basic or AIT? (A = Like it very much; B = Like it somewhat; C = Borderline; D = Dislike it somewhat; E = Dislike it very much).

	n	A	B	C	D	E
OSUT	304	54.2%	22.6%	15.4%	5.2%	2.3%
CONTROL	940	54.0%	22.9%	17.4%	2.8%	2.6%

$\underline{X}^2_{(4)} = 4.46 \quad p < .50$

Item 49: Going through both basic training and advanced individual training with the same group of trainees (instead of being split up after basic) is: (A = Extremely desirable; B = Desirable; C = Of no importance; D = Undesirable; E = Extremely undesirable).

	n	A	B	C	D	E
OSUT	302	43.3%	31.1%	19.8%	4.3%	1.3%
CONTROL	935	20.7%	39.0%	29.4%	6.7%	4.0%

$\underline{X}^2_{(4)} = 63.26 \quad p < .001$

Item 52: The length of combined basic and AIT should be about:

	n	A	B	C	D	E
OSUT	273	13.5%	20.5%	26.0%	24.1%	15.7%
CONTROL	---	---	---	---	---	---

Item 53: Transferring to a different Army post after basic training and prior to AIT is: (A = Extremely desirable; B = Desirable; C = Of no importance; D = Undesirable; E = Extremely undesirable).

	n	A	B	C	D	E
OSUT	286	16.0%	31.4%	29.7%	9.7%	12.9%
CONTROL	922	25.3%	31.9%	25.9%	11.6%	5.0%

$\underline{X}^2_{(4)} = 29.27 \quad p < .001$

Item 54: Keeping the same cadre for both basic and AIT is: (A = Extremely desirable; B = Desirable; C = Of no importance; D = Undesirable; E = Extremely undesirable).

	n	A	B	C	D	E
OSUT	286	33.5%	37.4%	16.7%	5.9%	6.2%
CONTROL	936	17.4%	30.1%	30.6%	11.9%	9.8%

$\underline{X}^2_{(4)} = 56.49 \quad p < .001$

APPENDIX G

ADMINISTRATION INSTRUCTIONS
TRAINING ATTITUDE QUESTIONNAIRE
(BASIC-AIT)

The enclosed questionnaires are to be administered during the last week of the training cycle, preferably at the end of the week. The entire company is to be administered the questionnaire en masse. The administrator must ascertain that pencils are available to all trainees. One questionnaire and one answer sheet should be given to each trainee.

TRAINING COMPANY CADRE SHOULD NOT PARTICIPATE IN ADMINISTERING QUESTIONNAIRES.

The following instructions should be read aloud to the assembled trainees:

TRAINEE INSTRUCTIONS

The purpose of this questionnaire is to obtain information from you regarding training, working and living while in the Army's Basic-AIT program. Your answers will help the Army to determine what conditions are in need of improvement, and will assist the Army in determining the actions that they must take to improve training and the quality of life for new soldiers in the Army. Your honest opinions are, therefore, essential.

We have no need to know who you are personally. No effort will be made to identify either you or your unit. DO NOT WRITE YOUR NAME, SOCIAL SECURITY NUMBER, OR UNIT on either the questionnaire or the answer sheet.

Open your questionnaire to page 1. Each question has five possible answers and you should mark only one answer. If you think that there might be more than one answer then mark only that answer which best applies.

You should mark your answers on the answer sheet and not on the questionnaire. Mark your answers by circling the letter on the answer sheet which corresponds to the correct answer on the questionnaire. For example, look at question 3. If you are 19 years old you would circle c for question 3 on your answer sheet, as is shown in the example at the bottom of the cover sheet of your questionnaire. Turn back to the cover of your questionnaire at this time. Example 3 is at the bottom of the page. Are there any questions about how to mark your answer sheets?

PAUSE - ANSWER QUESTIONS, IF ANY

You will have 30 minutes to complete this questionnaire. If you finish before that time please hold onto your answer sheet and questionnaire. All answer sheets and questionnaires will be turned in at the same time.

If you have any questions, please hold up your hand and we will try to answer your questions. You may now turn to page 1 again and start to work.

End of Trainee Instruction

Turn Page

At the completion of the administration (30 minutes) collect all answer sheets and questionnaires. (If some trainees have not finished you may allow these individuals extra time. However, other trainees should normally be dismissed after 30 minutes.)

After you have collected all answer sheets the information required at the top of each answer sheet should be written in by you or your staff - not the trainees. Procedures for filling in this information are given below.

UIDN indicates Unit Identification Number e.g., 1-D-6-1. Space 7 is for platoon designation; space 8, company; space 9, battalion, and space 10, brigade. After the questionnaires have been collected have your staff (not the trainees) enter the unit designation according to this code. If you administered the questionnaire to a company, enter 0 in the platoon space (space 7) on each questionnaire. Then put the company designation in space 8, etc. If the unit is an independent basic training platoon then enter the platoon number in space 7. This parent unit designation WILL NOT BE USED TO IDENTIFY RESPONSES WITH ANY PARTICULAR UNIT IN THE FUTURE. It will be coded by the key punchers and used solely as a means of keeping track of computer cards for separate questionnaire administrations. Trainees SHOULD NOT complete this part of the answer sheet lest they think attempts will be made to identify either them or their unit at a later date.

Your staff should then number each completed answer sheet in spaces 28, 29, 30 and 31. The first should be numbered 0001; the second answer sheet 0002; the fourteenth answer sheet 0014, etc.

After your staff has finished entering the ID information at the top of the answer sheet, package all answer sheets (not questionnaires) together in one envelope or package, and mail them "CERTIFIED MAIL - RETURN RECEIPT REQUESTED" to:

Commander
MASSTER
ATTN: ATMAS-OP-Q
Fort Hood, Texas 76544

The questionnaires should be retained for use in future administrations or until their return is requested by HQ TRADOC.

If at any time you have any questions regarding the processing or administration of these questionnaires please contact one of the following:

Major Richard Ladd	Captain Michael Clayton	Dr. Douglas Griffith
MASSTER	MASSTER	MASSTER
ATTN: ATMAS-OP-Q	ATTN: ATMAS-OP-Q	ATTN: ARI Field Unit
Fort Hood, TX 76544	Fort Hood, TX 76544	Fort Hood, TX 76544
AUTOVON: 737-1303	AUTOVON: 737-1303	AUTOVON: 737-1315

TRAINING ATTITUDE QUESTIONNAIRE (BASIC & AIT)

INSTRUCTIONS

The purpose of this questionnaire is to obtain information from you regarding training, working and living while in the Army's Basic Training and Advanced Individual Training (AIT) program. Your answers will help the Army to determine what conditions are in need of improvement, and will assist the Army in determining the actions they must take to improve training and the quality of life for new soldiers in the Army. Your honest opinions are, therefore, essential.

We have no need to know who you are personally. No effort will be made to identify either you or your unit. DO NOT WRITE YOUR NAME, SOCIAL SECURITY NUMBER, OR UNIT on either the questionnaire or the answer sheet.

Each question should be answered by circling the letter on your answer sheet which is next to the answer which best describes your feelings. See sample question below:

SAMPLE QUESTION

3. How old are you?

a. 17
b. 18
c. 19
d. 20
e. 21 or older

If you are 19 years old, you should circle the letter c on your answer sheet for question 3, as has been done below, since the letter c corresponds to your correct age of 19 on the questionnaire.

QUESTION NUMBER	RESPONSES (CIRCLE ONE)				
01	a	b	c	d	e
02	a	b	c	d	e
03	a	b	(c)	d	e
04	a	b	c	d	e

If you have any questions, please ask the questionnaire administrator for assistance. You will have 30 minutes to complete the questionnaire. We will all turn in our answer sheets and leave at the same time.

Do not turn the page and start to work until instructed to do so.

CIRCLE THE LETTER ON YOUR ANSWER SHEET WHICH MATCHES THE BEST ANSWER FOR EACH QUESTION. Mark only one answer for each question.

1. What is your marriage status?

   a. Single
   b. Married
   c. Legally Separated
   d. Divorced
   e. Other

2. How old are you?

   a. 17
   b. 18
   c. 19
   d. 20
   e. 21 or older

3. Have you had prior active duty military service?

   a. Yes
   b. No

4. What is your military status?

   a. National Guard
   b. Army Reserve
   c. Enlisted for 2 years
   d. Enlisted for 3 years
   e. Enlisted for more than 3 years

5. What level of education had you completed prior to entering the Army?

   a. 8 years or less
   b. 9-11 years
   c. High School Graduate
   d. Some college
   e. Bachelor's degree or higher

6. What ethnic group do you consider that you belong to?

   a. American Indian
   b. Asian-American/Oriental
   c. Black/Negro
   d. Spanish descent
   e. Other

7. Which of the following was the most important reason that you enlisted in the Army?

   a. Being a soldier is the kind of work I like
   b. For the travel and adventure
   c. Because the pay (including benefits) is better
   d. For job training or school education in the Army
   e. For the GI Bill benefits

8. The training I have received has been:

   a. very challenging
   b. challenging
   c. borderline
   d. unchallenging
   e. very unchallenging

9. The training I have received has been:

   a. very useful in preparing me to work in my MOS
   b. useful in preparing me to work in my MOS
   c. of borderline value in preparing me to work in my MOS
   d. unuseful in preparing me to work in my MOS
   e. very unuseful in preparing me to work in my MOS

10. If I had a personal problem and needed help from my drill instructor, he would probably be:

    a. very helpful
    b. helpful
    c. borderline
    d. unhelpful
    e. very unhelpful

11. If I had a personal problem and needed help from my company commander, he would probably be:

    a. very helpful
    b. helpful
    c. borderline
    d. unhelpful
    e. very unhelpful

12. When I came on active duty, I was:

    a. strongly considering making the Army a career
    b. considering making the Army a career
    c. borderline
    d. opposed to making the Army a career
    e. strongly opposed to making the Army a career

13. I am now:

a. strongly considering making the Army a career
b. considering making the Army a career
c. borderline
d. opposed to making the Army a career
e. strongly opposed to making the Army a career

14. In my unit, there is:

a. almost continual harassment of soldiers
b. much harassment of soldiers
c. some harassment of soldiers
d. very little harassment of soldiers
e. no harassment of soldiers

15. In my unit the standards of military courtesy are:

a. very high
b. high
c. borderline
d. low
e. very low

16. In my unit the standards of discipline are:

a. very high
b. high
c. borderline
d. low
e. very low

17. In my unit I am:

a. always treated like a man
b. usually treated like a man
c. borderline
d. usually treated like a child
e. always treated like a child

18. During my training my morale has usually been:

a. very high
b. high
c. borderline
d. low
e. very low

19. Since coming on active duty my opinion of the Army:

a. has become much more favorable
b. has become more favorable
c. has not changed
d. has become less favorable
e. has become much less favorable

20. In regard to keeping me informed about training events and policies, drill sergeants in my unit:

a. do a very good job
b. do a good job
c. borderline
d. do a poor job
e. do a very poor job

21. The Army is:

a. very important for the defense of our country
b. important for the defense of our country
c. borderline
d. unimportant for the defense of our country
e. very unimportant for the defense of our country

22. Most Army officers that I know are:

a. very understanding of their men's needs
b. understanding of their men's needs
c. borderline
d. nonunderstanding of their men's needs
e. very nonunderstanding of their men's needs

23. Most NCO's that I know are:

a. very understanding of their men's needs
b. understanding of their men's needs
c. borderline
d. nonunderstanding of their men's needs
e. very nonunderstanding of their men's needs

24. How much free time in the evenings do you have on an average training day?

a. Less than 30 minutes
b. 30 minutes to 1 hour
c. From 1 to 2 hours
d. From 2 to 3 hours
e. Over 3 hours

25. Do you feel there was enough time to complete the training in the scheduled time periods?

a. Yes - all the time
b. Yes - most of the time
c. Borderline - about half the time
d. No - seldom
e. No - never

26. How many extra hours per week (after normal duty hours, during weekends, etc.) were spent catching up on missed training or to cover training which your Drill Sergeant considered important?

a. Less than 3 hours
b. 3-8 hours
c. 9-14 hours
d. 15-20 hours
e. Over 20 hours

27. Do you feel that the NCO's and the instructors in charge of your training know their stuff?

a. All of them do
b. Most of them do
c. About half of them do
d. Few of them do
e. None of them do

28. This question is designed to check the computer printout of the questionnaire results; please circle ONLY response b.

29. On the whole, how is the morale in your company?

a. Very high
b. High
c. Borderline
d. Low
e. Very low

30. I am:

a. very proud to be a soldier
b. proud to be a soldier
c. borderline
d. ashamed to be a soldier
e. very ashamed to be a soldier

31. During the cycle, how many hours of sleep did you get on an average workday night?

a. 4 hours or less
b. 5 hours
c. 6 hours
d. 7 hours
e. 8 or more hours

32. How much time on an average training day does your Drill Sergeant spend counselling or giving informal instruction to your platoon as a unit?

a. Less than 30 minutes
b. 1 hour
c. 2 hours
d. 3 hours
e. Over 3 hours

33. How many times during the cycle were you counseled (talked to) by your Drill Sergeant when it was just you and he discussing some personal subject or problem?

a. None
b. Less than 3 times
c. 3-5 times
d. 6-8 times
e. Over 8 times

34. The training I have received has been:

a. Very easy
b. Easy
c. Borderline
d. Difficult
e. Very difficult

35. The Army is:

a. very concerned for me as an individual soldier
b. concerned for me as an individual soldier
c. borderline
d. unconcerned for me as an individual soldier
e. very unconcerned for me as an individual soldier

36. When the opportunity arises, how likely is it that you will reenlist in the Army?

a. Very likely
b. Likely
c. Borderline
d. Unlikely
e. Very unlikely

37. If I had my training to do over again, I would prefer to have the training given during a total of:

a. 16 weeks at different posts in different companies
b. 16 weeks at the same post in different companies
c. 16 weeks at the same post in the same company
d. 12 weeks at the same post in the same company
e. 12 weeks at the same post in different companies

38. I prefer:

a. to have my first leave prior to becoming MOS qualified
b. to save my leave until after becoming MOS qualified

39. Being separated from my friends in my company when I am transferred:

a. bothers me considerably
b. bothers me very much
c. bothers me somewhat
d. does not bother me much
e. does not bother me at all

40. My assigned primary MOS makes:

a. the best use of my abilities
b. good use of my abilities
c. some use of my abilities
d. very poor use of my abilities
e. no use at all of my abilities

41. Compared to places where I could work in civilian life, the Army is:

a. much better
b. better
c. about the same
d. worse
e. much worse

42. Would you recommend to a civilian friend of yours that he enlist in the Army?

a. Yes. Strongly recommend he enlist.
b. Yes
c. Borderline
d. No
e. No. Strongly recommend he not enlist.

43. The Army has treated me:

a. very fairly
b. fairly
c. borderline
d. unfairly
e. very unfairly

44. The average fellow trainee in my unit is a:

a. very good soldier
b. good soldier
c. borderline soldier
d. poor soldier
e. very poor soldier

45. The coverage of subjects concerned with basic soldiering was:

a. much more than needed
b. more than needed
c. about right
d. less than needed
e. much less than needed

46. The coverage of subjects concerned with my MOS was:

a. much more than needed
b. more than needed
c. about right
d. less than needed
e. much less than needed

47. Would you like to have in your next unit the same trainees with whom you just completed training?

a. Definitely yes
b. Probably
c. Doesn't make any difference
d. Probably not
e. Definitely not

48. How do you feel about being transferred to a new post after Basic or AIT?

a. Like it very much
b. Like it somewhat
c. Borderline
d. Dislike it somewhat
e. Dislike it very much

49. Going through both basic training and advanced individual training with the same group of trainees (instead of being split up after basic) is:

a. extremely desirable
b. desirable
c. of no importance
d. undesirable
e. extremely undesirable

50. The training I received while going through basic training and advanced individual training (AIT) involved:

a. a great deal of unnecessary repetition
b. some unnecessary repetition
c. the right amount of repetition for good learning
d. not enough repetition for good learning
e. much too little repetition for good learning

51. The pace of training during basic and AIT was:

a. much too fast
b. too fast
c. about right
d. too slow
e. much too slow

52. The length of combined basic and AIT should be about:

a. 18 weeks
b. 16 weeks
c. 14 weeks
d. 12 weeks
e. 10 weeks

(a)

53. Transferring to a different Army post after basic training and prior to AIT is:

a. extremely desirable
b. desirable
c. of no importance
d. undesirable
e. extremely undesirable

54. Keeping the same cadre for both basic and AIT is:

a. extremely desirable
b. desirable
c. of no importance
d. undesirable
e. extremely undesirable

ADMINISTRATION INSTRUCTIONS
TRAINING ATTITUDE QUESTIONNAIRE
(OSUT)

The enclosed questionnaires are to be administered during the last week of the training cycle, preferably at the end of the week. The entire company is to be administered the questionnaire en masse. The administrator must ascertain that pencils are available to all trainees. One questionnaire and one answer sheet should be given to each trainee.

TRAINING COMPANY CADRE SHOULD NOT PARTICIPATE IN ADMINISTERING QUESTIONNAIRES.

The following instructions should be read aloud to the assembled trainees:

TRAINEE INSTRUCTIONS

The purpose of this questionnaire is to obtain information from you regarding training, working and living while in the Army's One Station Unit Training (OSUT) program. Your answers will help the Army to determine what conditions are in need of improvement, and will assist the Army in determining the actions that they must take to improve training and the quality of life for new soldiers in the Army. Your honest opinions are, therefore, essential.

We have no need to know who you are personally. No effort will be made to identify either you or your unit. DO NOT WRITE YOUR NAME, SOCIAL SECURITY NUMBER, OR UNIT on either the questionnaire or the answer sheet.

Open your questionnaire to page 1. Each question has five possible answers and you should mark only one answer. If you think that there might be more than one answer then mark only that answer which best applies.

You should mark your answers on the answer sheet and not on the questionnaire. Mark your answers by circling the letter on the answer sheet which corresponds to the correct answer on the questionnaire. For example, look at question 3. If you are 19 years old you would circle c for question 3 on your answer sheet, as is shown in the example at the bottom of the cover sheet of your questionnaire. Turn back to the cover of your questionnaire at this time. Example 3 is at the bottom of the page. Are there any questions about how to mark your answer sheets?

PAUSE - ANSWER QUESTIONS, IF ANY

You will have 30 minutes to complete this questionnaire. If you finish before that time please hold onto your answer sheet and questionnaire. All answer sheets and questionnaires will be turned in at the same time.

If you have any questions, please hold up your hand and we will try to answer your questions. You may now turn to page 1 again and start to work.

End of Trainee Instruction

Turn Page

At the completion of the administration (30 minutes) collect all answer sheets and questionnaires. (If some trainees have not finished you may allow these individuals extra time. However, other trainees should normally be dismissed after 30 minutes.)

After you have collected all answer sheets the information required at the top of each answer sheet should be written in by you or your staff - not the trainees. Procedures for filling in this information are given below.

UIDN indicates Unit Identification Number e.g., 1-D-6-1. Space 7 is for platoon designation; space 8, company; space 9, battalion, and space 10, brigade. After the questionnaires have been collected have your staff (not the trainees) enter the unit designation according to this code. If you administered the questionnaire to a company, enter 0 in the platoon space (space 7) on each questionnaire. Then put the company designation in space 8, etc. If the unit is an independent basic training platoon then enter the platoon number in space 7. This parent unit designation WILL NOT BE USED TO IDENTIFY RESPONSES WITH ANY PARTICULAR UNIT IN THE FUTURE. It will be coded by the key punchers and used solely as a means of keeping track of computer cards for separate questionnaire administrations. Trainees SHOULD NOT complete this part of the answer sheet lest they think attempts will be made to identify either them or their unit at a later date.

Your staff should then number each completed answer sheet in spaces 28, 29, 30 and 31. The first should be numbered 0001; the second answer sheet 0002; the fourteenth answer sheet 0014, etc.

After your staff has finished entering the ID information at the top of the answer sheet, package all answer sheets (not questionnaires) together in one envelope or package, and mail them "CERTIFIED MAIL - RETURN RECEIPT REQUESTED" to:

Commander
MASSTER
ATTN: ATMAS-OP-Q
Fort Hood, Texas 76544

The questionnaires should be retained for use in future administrations or until their return is requested by HQ TRADOC.

If at any time you have any questions regarding the processing or administration of these questionnaires please contact one of the following:

Major Richard Ladd	Captain Michael Clayton	Dr. Douglas Griffith
MASSTER	MASSTER	MASSTER
ATTN: ATMAS-OP-Q	ATTN: ATMAS-OP-Q	ATTN: ARI Field Unit
Fort Hood, TX 76544	Fort Hood, TX 76544	Fort Hood, TX 76544
AUTOVON: 737-1303	AUTOVON: 737-1303	AUTOVON: 737-1315

TRAINING ATTITUDE QUESTIONNAIRE (OSUT)

INSTRUCTIONS

The purpose of this questionnaires is to obtain information from you regarding training, working and living while in the Army's One Station Unit Training (OSUT) program. Your answers will help the Army to determine what conditions are in need of improvement, and will assist the Army in determining the actions that they must take to improve training and the quality of life for new soldiers in the Army. Your honest opinions are, therefore, essential.

We have no need to know who you are personally. No effort will be made to identify either you or your unit. DO NOT WRITE YOUR NAME, SOCIAL SECURITY NUMBER, OR UNIT on either the questionnaire or the answer sheet.

Each question should be answered by circling the letter on your answer sheet which is next to the answer which best describes your feeling. See sample question 3 below:

SAMPLE QUESTION

3. How old are you?

a. 17
b. 18
c. 19
d. 20
e. 21 or older

If you are 19 years old you should circle the letter c on your answer sheet for question 3, as has been done below, since the letter c corresponds to your correct age of 19 on the questionnaire.

QUESTION NUMBER	RESPONSES (CIRCLE ONE)				
01	a	b	c	d	e
02	a	b	c	d	e
03	a	b	(c)	d	e
04	a	b	c	d	e

If you have any questions, please ask the questionnaire administrator for assistance. You will have 30 minutes to complete the questionnaire. We will all turn in our answer sheets and leave at the same time.

Do not turn the page and start to work until instructed to do so.

CIRCLE THE LETTER ON YOUR ANSWER SHEET WHICH MATCHES THE BEST ANSWER FOR EACH QUESTION. Mark only one answer for each question.

1. What is your marriage status?

   a. Single
   b. Married
   c. Legally Separated
   d. Divorced
   e. Other

2. How old are you?

   a. 17
   b. 18
   c. 19
   d. 20
   e. 21 or older

3. Have you had prior active duty military service?

   a. Yes
   b. No

4. What is your military status?

   a. National Guard
   b. Army Reserve
   c. Enlisted for 2 years
   d. Enlisted for 3 years
   e. Enlisted for more than 3 years

5. What level of education had you completed prior to entering the Army?

   a. 8 years or less
   b. 9-11 years
   c. High School Graduate
   d. Some college
   e. Bachelor's degree or higher

6. What ethnic group do you consider that you belong to?

   a. American Indian
   b. Asian-American/Oriental
   c. Black/Negro
   d. Spanish descent
   e. Other

7. Which of the following was the <u>most important</u> reason that you enlisted in the Army?

   a. Being a soldier is the kind of work I like
   b. For the travel and adventure
   c. Because the pay (including benefits) is better
   d. For job training or school education in the Army
   e. For the GI Bill benefits

8. The training I have received has been:

   a. very challenging
   b. challenging
   c. borderline
   d. unchallenging
   e. very unchallenging

9. The training I have received has been:

   a. very useful in preparing me to work in my MOS
   b. useful in preparing me to work in my MOS
   c. of borderline value in preparing me to work in my MOS
   d. unuseful in preparing me to work in my MOS
   e. very unuseful in preparing me to work in my MOS

10. If I had a personal problem and needed help from my <u>drill instructor</u>, he would probably be:

   a. very helpful
   b. helpful
   c. borderline
   d. unhelpful
   e. very unhelpful

11. If I had a personal problem and needed help from my <u>company commander</u>, he would probably be:

   a. very helpful
   b. helpful
   c. borderline
   d. unhelpful
   e. very unhelpful

12. When I came on active duty, I was:

   a. strongly considering making the Army a career
   b. considering making the Army a career
   c. borderline
   d. opposed to making the Army a career
   e. strongly opposed to making the Army a career

13. I am now:

a. strongly considering making the Army a career
b. considering making the Army a career
c. borderline
d. opposed to making the Army a career
e. strongly opposed to making the Army a career

14. In my unit, there is:

a. almost continual harassment of soldiers
b. much harassment of soldiers
c. some harassment of soldiers
d. very little harassment of soldiers
e. no harassment of soldiers

15. In my unit the standards of military courtesy are:

a. very high
b. high
c. borderline
d. low
e. very low

16. In my unit the standards of discipline are:

a. very high
b. high
c. borderline
d. low
e. very low

17. In my unit I am:

a. always treated like a man
b. usually treated like a man
c. borderline
d. usually treated like a child
e. always treated like a child

18. During my training my morale has usually been:

a. very high
b. high
c. borderline
d. low
e. very low

19. Since coming on active duty my opinion of the Army:

a. has become much more favorable
b. has become more favorable
c. has not changed
d. has become less favorable
e. has become much less favorable

20. In regard to keeping me informed about training events and policies, drill sergeants in my unit:

a. do a very good job
b. do a good job
c. borderline
d. do a poor job
e. do a very poor job

21. The Army is:

a. very important for the defense of our country
b. important for the defense of our country
c. borderline
d. unimportant for the defense of our country
e. very unimportant for the defense of our country

22. Most Army officers that I know are:

a. very understanding of their men's needs
b. understanding of their men's needs
c. borderline
d. nonunderstanding of their men's needs
e. very nonunderstanding of their men's needs

23. Most NCO's that I know are:

a. very understanding of their men's needs
b. understanding of their men's needs
c. borderline
d. nonunderstanding of their men's needs
e. very nonunderstanding of their men's needs

24. How much free time in the evenings do you have on an average training day?

a. Less than 30 minutes
b. 30 minutes to 1 hour
c. From 1 to 2 hours
d. From 2 to 3 hours
e. Over 3 hours

25. Do you feel there was enough time to complete the training in the scheduled time periods?

a. Yes - all the time
b. Yes - most of the time
c. Borderline - about half the time
d. No - seldom
e. No - never

26. How many extra hours per week (after normal duty hours, during weekends, etc.) were spent catching up on missed training or to cover training which your Drill Sergeant considered important?

a. Less than 3 hours
b. 3-8 hours
c. 9-14 hours
d. 15-20 hours
e. Over 20 hours

27. Do you feel that the NCO's and the instructors in charge of your training know their stuff?

a. All of them do
b. Most of them do
c. About half of them do
d. Few of them do
e. None of them do

28. This question is designed to check the computer printout of the questionnaire results; please circle ONLY response b.

29. On the whole, how is the morale in your company?

a. Very high
b. High
c. Borderline
d. Low
e. Very low

30. I am:

a. very proud to be a soldier
b. proud to be a soldier
c. borderline
d. ashamed to be a soldier
e. very ashamed to be a soldier

31. During the cycle, how many hours of sleep did you get on an average workday night?

a. 4 hours or less
b. 5 hours
c. 6 hours
d. 7 hours
e. 8 or more hours

32. How much time on an average training day does your Drill Sergeant spend counselling or giving informal instruction to your platoon as a unit?

a. Less than 30 minutes
b. 1 hour
c. 2 hours
d. 3 hours
e. Over 3 hours

33. How many times during the cycle were you counseled (talked to) by your Drill Sergeant when it was just you and he discussing some personal subject or problem?

a. None
b. Less than 3 times
c. 3-5 times
d. 6-8 times
e. Over 8 times

34. The training I have received has been:

a. Very easy
b. Easy
c. Borderline
d. Difficult
e. Very difficult

35. The Army is:

a. very concerned for me as an individual soldier
b. concerned for me as an individual soldier
c. borderline
d. unconcerned for me as an individual soldier
e. very unconcerned for me as an individual soldier

36. When the opportunity arises, how likely is it that you will reenlist in the Army?

a. Very likely
b. Likely
c. Borderline
d. Unlikely
e. Very unlikely

37. If I had my training to do over again, I would prefer to have the training given during a total of:

a. 16 weeks at different posts in different companies
b. 16 weeks at the same post in different companies
c. 16 weeks at the same post in the same company
d. 12 weeks at the same post in the same company
e. 12 weeks at the same post in different companies

38. I prefer:

a. to have my first leave prior to becoming MOS qualified
b. to save my leave until after becoming MOS qualified

39. Being separated from my friends in my company when I am transferred:

a. bothers me considerably
b. bothers me very much
c. bothers me somewhat
d. does not bother me much
e. does not bother me at all

40. My assigned primary MOS makes:

a. the best use of my abilities
b. good use of my abilities
c. some use of my abilities
d. very poor use of my abilities
e. no use at all of my abilities

41. Compared to places where I could work in civilian life, the Army is:

a. much better
b. better
c. about the same
d. worse
e. much worse

42. Would you recommend to a civilian friend of yours that he enlist in the Army?

a. Yes. Strongly recommend he enlist.
b. Yes
c. Borderline
d. No
e. No. Strongly recommend he not enlist.

43. The Army has treated me:

a. very fairly
b. fairly
c. borderline
d. unfairly
e. very unfairly

44. The average fellow trainee in my unit is a:

a. very good soldier
b. good soldier
c. borderline soldier
d. poor soldier
e. very poor soldier

45. The coverage of subjects concerned with basic soldiering was:

a. much more than needed
b. more than needed
c. about right
d. less than needed
e. much less than needed

46. The coverage of subjects concerned with my MOS was:

a. much more than needed
b. more than needed
c. about right
d. less than needed
e. much less than needed

47. Would you like to have in your next unit the same trainees with whom you just completed training?

a. Definitely yes
b. Probably
c. Doesn't make any difference
d. Probably not
e. Definitely not

(b)

48. How do you feel about being transferred to a new post after you have completed OSUT?

a. Like it very much
b. Like it somewhat
c. Borderline
d. Dislike it somewhat
e. Dislike it very much

49. Going through OSUT with the same group of trainees (rather than being split up mid-way through the cycle) is:

a. extremely desirable
b. desirable
c. of no importance
d. undesirable
e. extremely undesirable

50. The training I received while going through OSUT involved?

a. a great deal of unnecessary repetition
b. some unnecessary repetition
c. the right amount of repetition for good learning
d. not enough repetition for good learning
e. much too little repetition for good learning

51. The pace of training during OSUT was:

a. much too fast
b. too fast
c. about right
d. too slow
e. much too slow

52. The length of OSUT should be about:

a. 18 weeks
b. 16 weeks
c. 14 weeks
d. 12 weeks
e. 10 weeks

(b)

53. Transferring to another Army post for the last half of the training I received is:

a. extremely desirable
b. desirable
c. of no importance
d. undesirable
c. extremely undesirable

54. Keeping the same cadre for all of OSUT is:

a. extremely desirable
b. desirable
c. of no importance
d. undesirable
e. extremely undesirable