LEVEL II

Research Memorandum 78-8

SKILL QUALIFICATION TEST (SQT) OPINION SURVEY: 11B's, 11C's, AND 11E's

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March 1978

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79 22 5 137

Army Project Number
16 2Q763743A775

Human Performance
in Field Assessment

9 Research Memorandum 78-8

6 SKILL QUALIFICATION TEST (SQT)
OPINION SURVEY: 11B's, 11C'S, AND 11E's

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14 ARI-RM-78-8

11 March 1978

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SUMMARY

The purpose of this research was to determine U.S. Army soldiers' opinions of the Skill Qualification Test (SQT) preparatory training which they had received and the SQT itself following the initial formal cycle of SQT testing. A survey instrument was administered to 269 11B's, 69 11C's, and 224 11E's immediately after the soldiers completed the Hands-On Component and the Written Component of the SQT. Overall, approximately two-thirds of the soldiers expressed satisfaction with the Skill Qualification Testing System. Some possible areas for improvement, based on soldiers' responses, are noted.

SKILL QUALIFICATION TEST (SQT) OPINION SURVEY: 11B's, 11C's, AND 11E's

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SKILL QUALIFICATION TEST (SQT) OPINION SURVEY: 11B's, 11C's, and 11E's

Currently the Skill Qualification Testing System is being introduced Army-wide.[1] This system is founded upon the concept of criterion referenced testing, i.e., proficiency testing whereby the performance of an individual is interpreted against an external standard. The SQT is replacing the norm referenced Military Occupational Specialty (MOS) Testing System used by the U.S. Army since the 1950's.

SQT results will provide direct assessments of individual skill levels, and collectively, serve as a valuable tool for unit commanders and training officers in managing their unit training programs and resources. On a larger scale, SQT results also will be extremely valuable for use in U.S. Army manpower planning.

The initial phase of the Skill Qualification Testing System has involved the fielding of tests in the 11 series MOS's: 11B (Infantryman), 11C (Indirect Fire Infantryman), 11D (Armor Reconnaissance Specialist), and 11E (Armor Crewman). Eventually tests will be developed and fielded in all MOS's.

The introduction of the SQT System has created a need for research to identify effective unit training programs or strategies which can be implemented at the brigade, battalion, or company level to prepare soldiers for the SQT. The 2d Armored Division leadership has requested that the Fort Hood Field Unit of ARI initiate research leading to development of effective SQT unit training strategies and addressing related operational issues. The research would include training materials and aids, scheduling of training, retention of skill, relationship between reading skill level and SQT performance, and the analysis and diagnosis of problem skill areas as identified by SQT results.

In April 1977, the Second Brigade (Saint Lo) commander of the 2d AD instructed each battalion commander to develop a strategy for preparing his troops for the SQT. The four battalion commanders subsequently presented their recommended strategy to the brigade commander. Following a review of the four strategies, battalion commanders were directed to implement their strategy. A profile of the four strategies is presented in Table 1.

The Fort Hood Field Unit of ARI has undertaken an evaluation of the relative effectiveness of these four strategies. In support of this activity, a computerized data base is being constructed. Following completion of the initial cycle of SQT's, the data base will allow relative comparisons among the SQT performance of personnel within the four battalions. Conclusions may then be determined regarding the relative success/non-success of the different training strategies.

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[1] Maier, M. H., Young, D. L. and Hirshfeld, S. F. Implementing the skill qualification testing system. Army Research Institute R&D Utilization Report 76-1, April 1976.

TABLE 1

Training Strategies

Training Characteristics	Battalion			
	2/50 Infantry	2/58 Infantry	2/67 Armor	3/67 Armor
Source of Expertise	Squad Leader	Squad Leader	Tank Commander	Designated Expert
Training Emphasis	Written Component	Hands-On-Component	Written Component	Hands-On-Component
Training Periods	Scheduled Daily	Cram in Jul/Aug	Scheduled Daily	Concurrent Training
Type Learning	Rote	Rote	Rote	Under-standing

The data base will contain the following information for each soldier:

1. Demographic data from the SIDPERS data base (grade, sex, race, date of birth, citizenship status, marital status, primary MOS, duty MOS, civilian educational level, basic active service date, language identification, ethnic group designator, military education, NCO academy graduate, arrival date at 2nd Brigade, 2AD);

2. SQT training record, including number of hours of instruction and type of instruction by task number in the Soldier's Manual;

3. Opinions concerning SQT training and the SQT itself;

4. Reading skill level as determined by the Metropolitan Achievement Tests (Form G);

5. SQT results by scorable unit and test item (from Individual Training and Evaluation Directorate (ITED), U.S. Army Training Support Center, Fort Eustis, Virginia).

This research effort within the 2nd Brigade of the 2AD is exploratory in nature and limited to four MOS's (11B, 11C, 11D, and 11E).

It is anticipated that this research will be expanded in the future to address additional MOS's, as the SQT's for them are fielded. It is envisioned that the results from this research project will be of immediate use to the commanders in the 2AD and to personnel in ITED at Fort Eustis who design and develop SQT's.

PURPOSE

The purpose of this paper is to present results from the analysis of the data obtained from the administration of an SQT Opinion Survey to two battalions (3/67 and 2/50) within the 2nd Brigade (Saint Lo) of the 2AD at Fort Hood. The instrument was administered immediately after the soldiers had completed the Written Component (WC) of the SQT. The primary purpose of the instrument was to determine the soldiers' opinions of the SQT training which they had received and the SQT itself. Survey forms were completed by 11B's and 11C's from the 2/50 and by 11E's from the 3/67. Data will be incorporated subsequently into the computerized data base by the Fort Hood Field Unit of ARI. Although no data are presented for 11D's in the present paper, data will be collected from 11D's in future administrations of the survey.

METHODOLOGY

The SQT Opinion Survey instrument consisted of 17 multiple-choice items and four open-ended items and involved the use of a mark-sense answer sheet (See Appendix A for survey instrument and answer sheet). For purposes of analysis, items were grouped into the following topics:

1. Administrative aspects of the SQT system,
2. Understandability of the Soldier's Manual,
3. Preparatory training for the SQT,
4. The SQT itself,
5. MOS and career satisfaction.

As indicated earlier, soldiers completed the survey instrument immediately following completion of the Written Component of the SQT at the 2AD testing center. Table 2 contains a breakdown of the numbers of respondents to the survey instrument by battalion, MOS, and skill level.

TABLE 2

Summary of respondents

Skill Level	Battalion		
	2/50 INFANTRY		3/67 ARMOR
	MOS		MOS
	11B	11C	11E
1	173	45	142
2	70	22	70
3	26	2	12
Total	269	69	224

Analyses of Variance (ANOVA) were conducted on the responses to most of the multiple-choice items, following the assignment of numerical values to the response alternatives. The remainder of the multiple-choice items were analyzed using Chi-Square tests to compare the distributions of responses. In the analyses of all the multiple-choice items, comparisons of responses were made across the MOS's: 11B's, 11C's, and 11E's.

The alpha level was set at 0.05 in all the statistical tests. Although data were collected by Skill Level, as well as MOS, insufficient sample sizes precluded Skill Level as an independent variable in statistical testing. The complete data set, including Skill Level, for all the questionnaire items is presented in Appendix B.

RESULTS

ADMINISTRATIVE ASPECTS OF THE SQT SYSTEM

According to Department of the Army Pamphlet No. 350-37 "SQT Handbook: Handbook for the Conduct of Skill Qualification Tests" (1 July 1977), during the initial year for each SQT, the goal is to distribute the Soldier's Manual six months prior to the SQT test period. The soldiers were asked, "How far in advance of the test date did you receive your Soldier's Manual? The results indicated that a significant difference existed among the mean times from receipt of Soldier's Manuals to SQT testing across the three MOS's ($F(2,552) = 13.81$, $p < .001$). The t-tests revealed that the 11B's and 11C's received their manuals significantly earlier than the 11E's ($p < .001$), although no significant difference was present between the reception times for the 11B's and 11C's. The median response of the 11B's fell in the "Six months or more" response category, while the median responses of the 11C's and 11E's fell, respectively, into the "Five months or more, but less than six" and "Four months or more, but less than five" (See Table 3). The overall median fell into the "Five months or more, but less than six months" response category. Across the MOS's, 89.6 percent of the respondents reported that they received their manuals two months or more before testing.

The "SQT Handbook: Handbook for the Conduct of Skill Qualification Tests" (1 July 1977) indicates that the soldier should receive an SQT notice at least 60 days before the test period. The soldiers were asked, "How far in advance of the test date did you receive your SQT notice telling you which tasks from the Soldier's Manual would be on the SQT?" The results indicated that a significant difference was present among the mean times from the receipt of the SQT notices to SQT testing across the three MOS's ($F(2,553) = 31.13$, $p < .001$). The t-tests revealed that the 11B's and 11C's received their notices significantly earlier than the 11E's ($p < .001$), although no significant difference was present between the reception times for the 11B's and 11C's. The median response of the 11B's was in the "Six months or more" response category, while the 11C's and 11E's median responses were in the "Four months or more, but

less than five" and "Three months or more, but less than four" response categories, respectively (See Table 4). Overall, 80.2 percent of the respondents reported receiving their notices 60 days or more before testing.

The soldiers were asked, "Do you feel that the SQT was administered fairly?" No significant difference in the proportions of "Yes" responses was detected among the three MOS's. The proportion of "Yes" responses for the 11B's, 11C's, and 11E's were, respectively, 0.83, 0.73, and 0.75.

UNDERSTANDING THE SOLDIER'S MANUAL

The soldiers were asked, "Did you have any difficulty understanding the Soldier's Manual while preparing for the SQT?" The soldiers' responses to this item are shown in Table 5. Excluding those individuals who responded that they did not read the Soldier's Manual, the proportions of 11B's, 11C's, and 11E's who indicated some degree of difficulty in understanding the Soldier's Manual were, respectively, 0.33, 0.44, and 0.54. A significant difference was detected among these proportions ($x^2 = 18.08$, $df = 2$, $p < .001$). The only significant difference occurred between the 11B (0.33) and 11E (0.54) proportions ($Z = 4.42$, $p < .001$). This difference was principally due to the fact that 23 percent of the 11B's reported "Slight difficulty" understanding their manuals, while 43 percent of the 11E's reported "Slight difficulty" understanding their manuals (these percentages differ from the percentages in Table 5 because the individuals who indicated that they did not read the Soldier's Manual have been excluded).

PREPARATORY TRAINING FOR THE SQT

The soldiers were asked, "How far in advance of the test date did your unit begin training for the SQT?" The results indicated that a significant difference existed among the mean times from the beginning of unit training to SQT testing across the three MOS's ($F(2,546) = 171.00$, $p < .001$). T-tests indicated that the 11B's and 11C's within the 2/50 (Infantry) Battalion began unit training for the SQT significantly earlier than the 11E's in the 3/67 (Armor) Battalion ($p < .001$) and no significant difference was present between the starting times for the 11B's and 11C's. The median responses of 11B's and 11C's fell, respectively, in the "Five months or more, but less than six" and "Four months or more, but less than five" response categories, while the 11E's median response fell in the "One month or more, but less than two" response category (see Table 6). The overall median fell in the "Three months or more, but less than four" response category.

The soldiers were asked, "Did you do any studying on your own to prepare yourself to take the SQT?" No significant difference was detected in the mean responses to this item. The median response for all three MOS's, as well as the overall median, fell in the "A moderate amount" response category (see Table 7).

TABLE 3

Receipt of Soldier's Manual Before the SQT

Assigned Value for Analysis	Response	Percentages MOS 11B	11C	11E	Total
1	I did not receive a Soldiers' Manual	3.4	0.0	2.7	2.7
2	Less than one month	0.8	0.0	7.7	3.4
3	One month or more, but less than two	3.8	0.0	6.3	8.8
4	Two months or more, but less than three	6.4	5.9	12.6	14.1
5	Three months or more, but less than four	10.2	22.1	16.2	12.3
6	Four months or more, but less than five	14.0	17.6	8.6	13.5
7	Five months or more, but less than six	11.2	13.2	16.2	40.9
8	Six months or more	50.2	41.2	29.7	

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 6.57, 6.62, and 5.71.

TABLE 4

Receipt of SQT Notice Before the SQT

Assigned Value for Analysis	Response	Percentages			
		MOS 11B	11C	11E	Total
1	I did not receive an SQT notice	5.4	2.9	4.5	4.7
2	Less than one month	1.8	1.5	16.6	7.7
3	One month or more, but less than two	3.4	7.4	12.1	7.4
-	Sub-total for less than two months	10.6	11.8	33.2	19.8
4	Two months or more, but less than three	9.8	14.7	11.2	11.0
5	Three months or more, but less than four	12.8	13.2	15.7	14.0
6	Four months or more, but less than five	11.7	16.2	13.4	12.9
7	Five months or more, but less than six	4.1	8.8	10.8	7.4
8	Six months or more	51.0	35.3	15.7	34.9
-	Sub-total for two months or more	89.4	88.2	66.8	80.2

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 6.29, 5.94, and 4.79.

TABLE 5

Difficulty Understanding the Soldier's Manual

Response	Percentages MOS 11B	11C	11E	Total
Extreme difficulty	3.0	4.4	1.8	2.7
Moderate difficulty	6.1	3.0	7.6	6.3
Slight difficulty	20.9	33.8	38.3	29.5
Sub-total for difficulty	30.0	41.2	47.7	38.5
No difficulty	60.1	51.4	41.5	51.5
I have not read the Soldier's Manual	9.9	7.4	10.8	10.0

TABLE 6

Start of Training Before the SQT

Assigned Value for Analysis	Response	Cumulative Percentages MOS 11B	11C	11E	Total
1	My unit did not conduct any SQT training	0.4	0.0	5.0	2.2
2	Less than one month	3.0	1.5	30.0	13.7
3	One month or more, but less than two	12.2	0.4	60.0	31.1
4	Two months or more, but less than three	21.4	20.9	79.5	44.6
5	Three months or more, but less than four	32.8	47.8	90.4	57.7
6	Four months or more, but less than five	44.3	59.7	95.4	66.7
7	Five months or more, but less than six	52.3	76.1	96.8	73.0
8	Six months or more	100.0	100.0	100.0	100.0

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 6.34, 5.84, and 3.43.

TABLE 7

Self Study For the SQT

Assigned Value for Analysis	Response	Percentages MOS 11B	11C	11E	Total
1	An extreme amount	12.1	8.8	17.6	13.9
2	A moderate amount	43.4	45.6	43.9	43.9
3	A slight amount	29.4	30.9	28.5	29.2
4	None at all	15.1	14.7	10.0	13.0

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 2.48, 2.51, and 2.31.

The soldiers were asked, "How satisfied or dissatisfied are you with the training which you received for the Hands-On Component of the SQT?" A significant difference was found in the mean responses to this item ($F(2,548) = 5.74$, $p < .0034$). The t-tests indicated the 11E's were significantly ($p < .0014$) more satisfied with their Hands-On Component training than the 11B's were with their training. No significant difference was observed between the degree of satisfaction of the 11C's and 11E's. Considering the small difference in mean assigned scale values (0.41) which produced this significant difference, the difference was not considered to be practically significant. The median responses for all three MOS's, as well as the overall median, fell in the "Moderately satisfied" response category (See Table 8).

The soldiers were also asked, "How satisfied or dissatisfied are you with the training which you received for the Written Component?" No significant difference was detected among the mean responses to this item across the three MOS's. The median responses for all three MOS's, as well as the overall median, fell within the "Slightly satisfied" response category (see Table 9).

The soldiers were asked, "How qualified or unqualified was your immediate supervisor to train you for the SQT?" No significant difference was observed among the mean responses to this item across MOS's. The median responses for all three MOS's, as well as the overall median, fell in the "Moderately qualified" response category (See Table 10).

The soldiers were asked, "How much did you like or dislike training for the SQT?" No significant difference was detected among the mean responses to this item across the MOS's. The median responses to this item for all three MOS's and the overall median fell in the "Liked slightly" response category (See Table 11).

The soldiers were presented three open-ended items concerning training for the SQT. The soldiers were asked, "Briefly list and explain the weaknesses of the SQT training which you received." The most frequent comments made by 11B's were that there was inconsistency or disinterest on the part of the instructors (34 respondents); the training was too repetitious (32 respondents); and not enough preparation was given for the Written Component (16 respondents). In comparison, the most frequent comments made by 11C's were that there was not enough training (7 respondents), the instructors were unqualified (5 respondents) and there was not enough training for the Written Component (5 respondents). The most frequent comments offered by the 11E's were that there was not enough time to prepare for the test (19 respondents), there were contradictory answers and methodology (13 respondents) and the instructors were unknowledgeable or did not care (13 respondents).

In contrast, the soldiers were asked, "Briefly list and explain the strengths of the SQT training which you received." The most frequently given comments by 11B's were that the training received was good (43 respondents); the training was an aid in providing more knowledge of and better performance in your MOS (40 respondents); and the hands-on

training was good (27 respondents). The most frequent comments made by 11C's were that hands-on training was good (12 respondents), the training was beneficial (11 respondents) and the training was helpful in day-to-day functioning in your MOS (6 respondents). The most frequent comments made by 11E's were that the hands-on preparation was good (37 respondents), the training received was good (28 respondents), and the training lets one know what he is supposed to know about his job (23 respondents).

In the third open-ended item the soldiers were asked, "Briefly explain how SQT training could be improved." The most frequently given comments by 11B's were to not overtrain (21 respondents); and to improve the quality of the instructors (18 respondents). On the hand, the most frequently given comments by 11E's were to increase the number of months of preparation (28 respondents); and to increase the amount of training (22 respondents).

In summary, based on the soldiers' comments, the principal weaknesses of the SQT training were: contradictory or inconsistent training information, training which was too repetitious, unqualified instructors, not enough training and insufficient time to prepare for the SQT. On the other hand, the principal strengths were the hands-on training and the fact that the training made the soldier more knowledgeable about his job which in turn produced better day-to-day performance on the job. The principal improvements recommended by the soldiers were to not overtrain, to improve the quality of instructors, to increase the number of months of preparation, and to increase the amount of training.

THE SQT ITSELF

The soldiers were asked, "Do you feel that your performance on the SQT will be a good indication of your proficiency in your MOS?" The proportion of 11B's, 11C's, and 11E's who responded "yes" to this item were, respectively, 0.72, 0.68, and 0.57. A significant difference was detected among these proportions ($x^2 = 11.38$, $df = 2$, $p < .003$). Further analysis indicated the only significant difference occurred between the proportions of 11B's (0.72) and the 11E's (0.57) ($Z = 3.34$, $p < .001$).

The soldiers were asked, "Did you have any difficulty understanding the questions in Written Component of the SQT?" A significant difference was detected among the mean responses to this item across the MOS's ($F(2,551) = 11.00$, $p < .001$) The t-tests revealed that the 11E's ($p < .001$) and 11C's ($p < .016$) indicated that they had significantly more difficulty than the 11B's. No significant difference was detected between the degree of difficulty expressed by the 11E's and 11C's. Respectively, 64.5 percent, 48.5 percent, and 44.4 percent of the 11B's, 11C's, and 11E's indicated that they had no difficulty understanding the questions in the Written Component. The median response of the 11C's and 11E's to this item fell in the "Slight difficulty" response category, while the median response of the 11B's and the overall median fell in the "No difficulty" response category (See Table 12).

TABLE 8

Satisfaction/Dissatisfaction With Training
for the Hands-On Component

Assigned Value for Analysis	Response	Percentages			
		MOS 11B	11C	11E	Total
1	Extremely satisfied	23.0	38.8	34.2	29.4
2	Moderately satisfied	35.9	25.4	34.7	34.1
3	Slightly satisfied	13.2	13.4	14.7	13.8
-	Sub-total for satisfied	72.1	77.6	83.6	77.3
4	Slightly dissatisfied	8.7	10.4	5.0	7.5
5	Moderately dissatisfied	7.9	7.5	5.0	6.4
6	Extremely dissatisfied	11.3	4.5	6.4	8.8
-	Sub-total for dissatisfied	27.9	22.4	16.4	22.7

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 2.77, 2.36, and 2.31.

Table 9

Satisfaction/Dissatisfaction With Training
for the Written Component

Assigned Value for Analysis	Response	Percentages			
		MOS 11B	11C	11E	Total
1	Extremely satisfied	13.3	15.2	9.0	11.8
2	Moderately satisfied	34.6	22.7	31.5	31.9
3	Slightly satisfied	19.4	24.2	21.2	20.7
-	Sub-total for satisfied	67.3	62.1	61.7	64.4
4	Slightly dissatisfied	11.4	19.7	14.0	13.4
5	Moderately dissatisfied	8.4	7.6	8.1	8.2
6	Extremely dissatisfied	12.9	10.6	16.2	14.0
-	Sub-total for dissatisfied	32.7	37.9	38.3	35.6

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 3.06, 3.14, and 3.29.

TABLE 10

Qualification of Immediate Supervisor
to Conduct SQT Training

Assigned Value for Analysis	Response	Percentages MOS 11B	11C	11E	Total
1	Extremely qualified	24.3	22.7	21.8	23.1
2	Moderately qualified	44.9	45.5	45.5	45.2
3	Slightly qualified	14.1	18.2	15.4	15.1
-	Sub-total for qualified	83.3	86.4	82.7	83.4
4	Slightly unqualified	7.6	4.5	7.3	7.1
5	Moderately unqualified	3.4	6.1	4.1	4.0
6	Extremely unqualified	5.7	3.0	5.9	5.5
-	Sub-total for unqualified	16.7	13.6	17.3	16.6

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 2.38, 2.35, and 2.44.

TABLE 11

Like/Dislike Training for the SQT

Assigned Value for Analysis	Response	Percentages			
		MOS			Total
		11B	11C	11E	
1	Liked extremely	8.0	11.9	7.2	8.2
2	Liked moderately	29.0	26.9	36.2	31.6
3	Liked slightly	18.0	16.4	18.6	18.0
-	Sub-total for liked	55.0	55.2	62.0	57.8
4	Disliked slightly	16.8	22.4	17.2	17.6
5	Disliked moderately	9.1	11.9	6.3	8.4
6	Disliked extremely	19.1	10.5	14.5	16.2
-	Sub-total for disliked	45.0	44.8	38.0	42.2

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 3.47, 3.27, and 3.23.

TABLE 12

Difficulty Understanding Questions
in the Written Component

Assigned Value for Analysis	Response	Percentages MOS 11B	11C	11E	Total
1	Extreme difficulty	1.9	5.9	4.1	3.2
2	Moderate difficulty	7.9	8.8	16.7	11.6
3	Slight difficulty	25.7	36.8	34.8	30.7
4	No difficulty	64.5	48.5	44.4	54.5

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 3.53, 3.28, and 3.19.

The soldiers were asked, "Overall, how well do you think that you did on the SQT?" No significant difference was detected among the distributions of responses to this item across the three MOS's ($x^2 = 8.62$, df = 4, $p < .05$). Overall, 12.8 percent of the respondents indicated that they thought they had "Passed less than 60 percent of the tasks." (See Table 13).

The soldiers were presented one open-ended item concerning the SQT itself. The soldiers were asked, "Briefly explain how the SQT itself could be improved." The most frequent comment made by 11B's was to increase the Hands-On Component (22 respondents), while the most frequent responses given by the 11E's were to make the questions clearer (26 respondents); use better pictures for vehicle identification (19 respondents); and increase the Hands-On Component and decrease the Written Component (18 respondents).

MOS AND CAREER SATISFACTION

The soldiers were asked, "How much do you like or dislike your MOS?" A significant difference was detected among the mean responses across the three MOS's to this item ($F(2,547) = 3.62$, $p < .027$). The results from t-tests indicated that the 11C's ($p < .021$) and the 11E's ($p < .048$) liked their MOS's significantly better than the 11B's. Respectively, 51.0 percent, 65.2 percent, and 54.3 percent of the 11B's, 11C's, and 11E's indicated that they liked their MOS. Because of the relatively small differences in these percentage values which produced these significant differences, these differences while statistically reliable were not interpreted as having practical significance. The median responses for the 11B's and 11E's as well as the overall median fell in the "Like slightly" response category, while the median response for the 11C's fell at the boundary between the "Like moderately" and "Like slightly" response categories (see Table 14).

TABLE 13

Estimated Performance on the SQT

	Percentages			
	MOS			Total
Responses	11B	11C	11E	
Passed less than 60% of the tasks	9.8	23.4	13.1	12.8
Passed 60-79% of the tasks (Qualified in MOS)	56.5	50.0	54.8	55.0
Passed 80-100% of the tasks (Promotable in MOS)	33.7	26.6	32.1	32.2

TABLE 14

Like/Dislike of Your MOS

Assigned Value for Analysis	Response	Percentages MOS 11B	11C	11E	Total
1	Like extremely	14.4	16.7	16.7	15.6
2	Like moderately	19.8	33.3	28.5	24.9
3	Like slightly	16.8	15.2	9.1	13.5
-	Sub-total for like	51.0	65.2	54.3	54.0
4	Dislike slightly	7.2	9.0	13.6	10.0
5	Dislike moderately	8.7	4.6	6.8	7.4
6	Dislike extremely	33.1	21.2	75.3	28.6
-	Sub-total for dislike	49.0	34.8	45.7	46.0

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 3.75, 3.15, and 3.41.

In a related item, the soldiers were asked, "Overall, how satisfied or dissatisfied are you with your Army career?" No significant difference was detected in the mean responses across MOS's to this item. The median responses for the three MOS's and the overall median fell in the "Slightly satisfied" response category (see Table 15).

The soldiers were asked, "how important do you feel that your SQT performance will be to your Army career?" No significant difference was found among the mean responses to this item across the three MOS's. The median response for the three MOS's, as well as the overall median, fell in the "Moderately important" response category (see Table 16).

The soldiers were also asked, "Do you intend to re-enlist?" No significant difference was detected among the distributions of responses across the three MOS's ($x^2 = 2.87$, $df = 4$, $p < .05$). Overall, 21.9 percent indicated that they intend to re-enlist and 33.2 percent indicated that they were undecided (see Table 17).

DISCUSSION

ADMINISTRATIVE ASPECTS OF THE SQT SYSTEM

According to the soldiers' responses, the 11B's and 11C's received their Soldier's Manual approximately a month earlier than the 11E's. Across the three MOS's, 59 percent of the soldiers said they received their manuals less than six months prior to SQT testing. As was noted earlier, the "SQT Handbook: Handbook for the Conduct of Skill Qualification Tests" (1 July 1977) states that ITED's goal during the initial year for each SQT is to distribute the Soldier's Manual six months prior to the test period. Although the goal was not met in these two battalions (2/50 and 3/67), 67 percent of the soldiers said they received their manuals at least four months prior to the test.

The 11B's and 11C's also reported receiving their SQT notices approximately a month earlier than the 11E's. Across the three MOS's, 80 percent of the soldiers reported receiving their notices at least two months prior to the test date. According to the "SQT Handbook: Handbook for the Conduct of Skill Qualification Tests" (1 July 1977), SQT notices should be available 60 days prior to the start of the test period. Therefore, ITED was reasonably successful in achieving its goal for the distribution of the SQT notices. Note, however, that 5 percent of the respondents indicated never having received a notice.

The majority of the soldiers in all three MOS's felt that the SQT had been administered fairly. Overall, 79 percent of the respondents gave a positive response.

TABLE 15

Satisfaction/Dissatisfaction With Your Army Career

Assigned Value for Analysis	Response	Percentages MOS 11B	11C	11E	Total
1	Extremely satisfied	11.7	15.2	15.8	13.8
2	Moderately satisfied	37.5	21.2	29.9	32.5
3	Slightly satisfied	14.0	27.2	17.2	16.9
-	Sub-total for satisfied	63.2	63.6	62.9	63.2
4	Slightly dissatisfied	12.6	9.1	14.5	12.8
5	Moderately dissatisfied	5.6	13.7	8.6	7.8
6	Extremely dissatisfied	18.6	13.6	14.0	16.2
-	Sub-total for dissatisfied	36.8	36.4	37.1	36.8

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 3.18, 3.26, and 3.12.

TABLE 16

Importance of SQT Performance to Army Career

Assigned Value for Analysis	Response	Percentages			
		MOS 11B	MOS 11C	MOS 11E	Total
1	Extremely important	39.1	33.8	34.5	36.6
2	Moderately important	24.9	21.6	30.5	26.8
3	Slightly important	14.9	26.1	16.8	17.0
-	Sub-total for important	78.9	81.5	81.8	80.4
4	Slightly unimportant	6.9	3.1	5.5	5.9
5	Moderately unimportant	3.5	3.1	3.1	3.3
6	Extremely unimportant	10.7	12.3	9.6	10.4
-	Sub-total for unimportant	21.1	18.5	18.2	19.6

Note: The mean response values which were calculated for 11B's, 11C's, and 11E's were, respectively, 2.43, 2.57, and 2.41.

TABLE 17

Re-enlistment Intentions

	Percentages			
	MOS			Total
Responses	11B	11C	11E	
Yes	24.7	19.4	19.4	21.9
No	43.0	43.3	47.7	44.9
Undecided	32.3	37.3	32.9	33.2

UNDERSTANDING THE SOLDIER'S MANUAL

Overall, excluding the 10 percent of the respondents who indicated that they did not read their Soldier's Manual, 10 percent of the remaining respondents reported that they had experienced moderate or extreme difficulty in understanding their Soldier's Manual. This finding was reasonably consistent across the three MOS's. It is possible that more than 10 percent of the soldiers who indicated that they had not read their Soldier's Manual may have experienced moderate or extreme difficulty in understanding their manuals if they had read them. Perhaps many of these soldiers did not read their manuals because of inadequate reading skills. Therefore, the 10 percent figure is probably an underestimate and the actual percentage figure of soldiers who would have experienced moderate or extreme difficulty probably falls in the 10 to 20 percent range. Even based on these assumptions, it appears, based on soldier's responses, that the 11B, 11C, and 11E Soldier's Manuals were reasonably well targeted for their respective using populations, although some room for improvement does exist.

PREPARATORY TRAINING FOR THE SQT

The vast majority of the respondents (87 percent) indicated having done some studying on their own to prepare themselves for the SQT. This finding was consistent across the three MOS's and seems to reflect that the soldiers were motivated to do well on the SQT.

Of the soldiers, 77 percent indicated satisfaction with their training for the Hands-On Component (HOC) of the SQT, while 64 percent indicated satisfaction with their training for the Written Component (WC) of the SQT. Both of these percentages were consistent across the three MOS's. This finding is particularly interesting in light of the fact that, according to the soldiers' responses, the 2/50 (11B's and 11C's) began their SQT training approximately five to six months before testing, while the 3/67 (11E's) began their training approximately two to three

months before testing. Therefore, although the 11B's and 11C's had considerably more preparatory training for the SQT than did the 11F's, there were no practical differences in their levels of satisfaction with training.

A principal participant in virtually any approach to SQT preparatory training is the first-line supervisor. In that regard, it is undoubtedly important that the soldiers feel that their immediate supervisors are qualified to conduct SQT training. Across the three MOS's, 83 percent of the soldiers indicated that they felt that their immediate supervisors were qualified to conduct SQT training. This percentage was fairly consistent across the MOS's. Therefore, the soldiers did express a high degree of confidence in the ability of their immediate supervisors to train them.

A majority of the soldiers (58 percent) indicated that they liked training for the SQT. Again this percentage was fairly consistent across the three MOS's.

One of the written comments which was given by a number of soldiers was that SQT training made them more knowledgeable about their MOS's and improved their day-to-day performance in their jobs. In general, the soldiers commented that training was good, particularly the training for the HOC. Many soldiers remarked that they would have liked more training for the WC. Although the 11E's had indicated that they were generally satisfied with the training which they had received, a number of 11E's commented that the number of months of preparation should be increased. Two other general weaknesses which were noted by a number of soldiers were that inconsistencies were present in the content of the training that they received and that some of the training was too repetitious.

THE SQT ITSELF

The majority of the soldiers (65 percent) supported the validity of the SQT's by responding that they believed that their performance on the SQT would be a good indication of their skill in their MOS. This was true in all three MOS's. The performance criteria established for SQT's are as follows: passing 60 percent of the scoreable units attempted verifies the present skill level and passing 80 percent of the scoreable units attempted qualifies for award of the next higher skill level. Only 13 percent of the soldiers indicated that they thought that they had passed less than 60 percent of the tasks. At the other extreme, 32 percent of the soldiers indicated that they thought that they had passed 80 percent or more of the tasks.

Prior to testing, many commanders within the 2AD expressed a concern regarding the ability of their troops to perform well on the WC of the SQT. They felt that reading skill level deficiencies would prevent many of their soldiers who are proficient in their jobs from performing well on the WC. At the same time they felt that their soldiers would perform well on the tasks covered by the WC if the tasks were tested via the HOC

of the test. The commanders were particularly disturbed by the fact that the WC of the initial SQT's for the 11 series MOS's contain approximately 70 to 75 percent of the scoreable units. The percentage of 11B's (36) who reported some degree of difficulty in understanding the questions in the Written Component was significantly smaller than either the percentage of 11C's (48) or 11E's (44). Although these percentages of soldiers who indicated some degree of difficulty were fairly high, overall only 15 percent of the soldiers indicated that they had moderate or extreme difficulty in understanding the questions in the WC of the SQT, while 54 percent of the soldiers indicated that they had no difficulty at all. Therefore, although apparently there is room for improvement, it appears that the commanders in the 2AD may have been overly concerned. Certainly the actual SQT performance data, as well as reading skill level data, will be necessary to address the issue satisfactorily.

When asked how the SQT itself could be improved, one of the principal comments offered by the soldiers was to decrease the WC portion of the test and increase the HOC portion of the test. This comment is in agreement with the existing philosophy within ITED and it is highly probable that the future SQT's, especially at the lower skill levels, will have a much higher portion of the tests represented in the HOC.

MOS AND CAREER SATISFACTION

The Skill Qualification Testing System is strongly related to MOS and career satisfaction. Maier et al. (1976) noted that the Enlisted Personnel Management System (EPMS) was established in 1974 to design a career system for the individual enlisted man and provide the requisite number of soldiers in each skill level of every MOS necessary to carry out the Army's mission. Pursuant to these objectives, the EPMS provides training and instruction as part of a career-long process for enlisted personnel. Soldier's Manuals contain training and evaluation guidelines for the individual MOS's. The EPMS also provides a comprehensive testing program that will assess the competence of soldiers at all skill levels. The Skill Qualification Testing System provides this comprehensive testing program. Hopefully, the Skill Qualification Testing System will have a strong, positive influence on soldiers' satisfaction with their MOS and their career. Data collected during the initial phases of the introduction of SQT's should provide a good baseline for future analyses of the impact of the Skill Qualification System on MOS and career satisfaction.

The majority of the soldiers in all three MOS's indicated that they liked their MOS. Overall, 54 percent of the respondents indicated that they liked their MOS. In responding to a related item, overall 63 percent of the soldiers indicated that they were satisfied with their Army career. This finding was consistent across three MOS's. It is interesting to note that 9 percent of the soldiers apparently dislike their MOS, but at the same time are satisfied with their Army career. Of the soldiers, 80 percent felt that their SQT performance would be important to their Army career. This finding was also consistent across the MOS's. An important indicant of the soldiers' attitudes toward their Army

career is the rate of re-enlistment. Only 21 percent of the soldiers indicated that they intended to re-enlist, although 33 percent of the soldiers indicated that they were undecided about re-enlistment. Table 18 contains a cross-tabulation of survey items dealing with reenlistment intentions and the importance of SQT performance to Army careers. The percentage of soldiers indicating their SQT performance would be important to their Army career was significantly higher ($Z = 7.12$, $p < .001$) among the 98 percent of the soldiers who intended to re-enlist than among the 63 percent who did not so intend. Note that the percentage of soldiers who felt their SQT performance would be important to their Army career was comparable among the 98 percent of the soldiers who were going to reenlist and the 92 percent of the soldiers who were undecided about reenlistment. Apparently the "undecided" soldiers are keeping their options open.

Based on the above percentages, although a majority of the soldiers indicated satisfaction with their MOS and Army career, a great deal of room for improvement exists for expanding and strengthening the levels of satisfaction. Perhaps the Skill Qualification Testing System will stimulate this improvement.

TABLE 18

Re-enlistment Intentions Versus Importance of SQT Performance to Army Career

Re-enlistment Intentions	Percentages Importance of SQT Performance to Army Career	
	Important	Unimportant
Yes	98	2
Undecided	92	8
No	63	37

CONCLUSIONS

If the Skill Qualification Testing System is to succeed, it must have the support of the users, primarily the enlisted personnel whose Army careers will be significantly affected by their performance on the SQT. The data herein indicate that approximately two-thirds of the 11B's, 11C's, and 11E's who experienced the first formal cycle of SQT testing were satisfied with the Skill Qualification Testing System. Room for improvement does exist in a number of areas or components of the SQT Testing

System. The following findings reflect areas where improvement is possible:

1. 38.5 percent of the respondents indicated some difficulty in understanding their Soldier's Manual;

2. 45.5 percent of the respondents reported some difficulty in understanding the questions in the Written Component of the SQT;

3. 22.7 percent of the respondents were dissatisfied with the Hands-On Component training which they received;

4. 35.7 percent of the respondents were dissatisfied with the Written Component training which they received;

5. 16.6 percent of the respondents felt that their immediate supervisor was not qualified to train them for the SQT;

6. 42.2 percent of the respondents indicated that they disliked training for the SQT;

7. 19.6 percent of the respondents felt that their performance on the SQT would be unimportant to their Army career.

Only minor differences were detected between the opinions of the 11B's and 11C's in the 2/50 and the 11E's in the 3/67 regarding their SQT preparatory training and the SQT itself. Differences in the training strategies employed for providing preparatory training for the SQT in the 2/50 and the 3/67 had no significant impact on the soldier's opinions of their training on the SQT itself.

APPENDIXES

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APPENDIX A

SURVEY FORM AND ANSWER SHEET

DATA REQUIRED BY THE PRIVACY ACT OF 1974

TITLE: SQT Opinion Survey

PRESCRIBING DIRECTIVE: AR 70-1

AUTHORITY: 10 USC Sec 4503

PURPOSE(s): The data collected with the attached form are to be used for research purposes only.

This is an experimental personnel data collection form developed by the U.S. Army Research Institute for the Behavioral and Social Sciences pursuant to its research mission as prescribed in AR 70-1. When identifiers (name or Social Security Number) are requested they are to be used for administrative and statistical control purposes only. Full confidentiality of the responses will be maintained in the processing of these data.

Your participation in this research is strictly voluntary. Individuals are encouraged to provide complete and accurate information in the interests of the research, but there will be no effect on individuals for not providing all or any part of the information.

SQT Opinion Survey

INSTRUCTIONS

The purpose of this questionnaire is to obtain your opinions about the Skill Qualification Test (SQT) which you recently took and about the training which you received to prepare you for the test. Your responses are very important because they will be used to help improve the SQT and SQT training procedures. Please be as accurate and honest as you can when answering all of the items in the questionnaire. Your responses to this questionnaire are being collected for research purposes and the confidentiality of your responses will be maintained. Please answer all the questions on the answer sheet provided. Do not write in the questionnaire booklet. It is important that you fill out the answer sheet very carefully.

1. Last Name: (Enter on the answer sheet)

2. Social Security Account Number: (Enter on the answer sheet)

3. Do you feel that your performance on the SQT will be a good indication of your proficiency in your MOS? (Choose one)
   A. Yes
   B. No

4. Do you feel that the SQT was administered fairly? (Choose one)
   A. Yes
   B. No

5. How far in advance of the test date did you receive your SQT notice telling you which tasks from the Soldier's Manual would be on the SQT? (Choose one)
   A. I did not receive an SQT notice
   B. Less than one month
   C. One month or more, but less than two months
   D. Two months or more, but less than three months
   E. Three months or more, but less than four months
   F. Four months or more, but less than five months
   G. Five months or more, but less than six months
   H. Six months or more.

6. How far in advance of the test date did you receive your Soldier's Manual? (Choose one)
   A. I did not receive a Soldier's Manual
   B. Less than one month
   C. One month or more, but less than two months
   D. Two months or more, but less than three months
   E. Three months or more, but less than four months
   F. Four months or more, but less than five months
   G. Five months or more, but less than six months
   H. Six months or more.

7. How far in advance of the test date did your unit begin training for the SQT? (Choose one)
   A. My unit did not conduct any SQT training
   B. Less than one month
   C. One month or more, but less than two months
   D. Two months or more, but less than three months
   E. Three months or more, but less than four months
   F. Four months or more, but less than five months
   G. Five months or more, but less than six months
   H. Six months or more

8. Did you have any difficulty understanding the Soldiers's Manual while preparing for the SQT? (Choose one)
   A. Extreme difficulty
   B. Moderate difficulty
   C. Slight difficulty
   D. No difficulty
   E. I did not read the Soldier's Manual

9. Did you have any difficulty understanding the questions in the Written Component of the SQT? (Choose one)
   A. Extreme difficulty
   B. Moderate difficulty
   C. Slight difficulty
   D. No difficulty

10. Did you do any studying on your own to prepare yourself to take the SQT? (Choose one)
   A. An extreme amount
   B. A moderate amount
   C. A slight amount
   D. None at all

11. How satisfied or dissatisfied are you with the training which you received for the Hands-On Component of the SQT? (Choose one)
   A. Extremely satisfied
   B. Moderately satisfied
   C. Slightly satisfied
   D. Slightly dissatisfied
   E. Moderately dissatisfied
   F. Extremely dissatisfied

12. How satisfied or dissatisfied are you with the training which you received for the Written Component of the SQT. (Chose one)
   A. Extremely satisfied
   B. Moderately satisfied
   C. Slightly satisfied
   D. Slightly dissatisfied
   E. Moderately dissatisfied
   F. Extremely dissatisfied

13. How qualified or unqualified was your immediate supervisor to train you for the SQT? (Choose one)
    A. Extremely qualified
    B. Moderately qualified
    C. Slightly qualified
    D. Slightly unqualified
    E. Moderately unqualified
    F. Extremely unqualified

14. How much did you like or dislike training for the SQT? (Choose one)
    A. Liked extremely
    B. Liked moderately
    C. Liked slightly
    D. Disliked slightly
    E. Disliked moderately
    F. Disliked extremely

15. How much do you like or dislike your MOS? (Choose one)
    A. Like extremely
    B. Like moderately
    C. Like slightly
    D. Dislike slightly
    E. Dislike moderately
    F. Dislike extremely

16. Overall, how satisfied or dissatisfied are you with your Army career? (Choose one)
    A. Extremely satisfied
    B. Moderately satisfied
    C. Slightly satisfied
    D. Slightly dissatisfied
    E. Moderately dissatisfied
    F. Extremely dissatisfied

17. How important or unimportant do you feel that your SQT performance will be to your Army career? (Choose one)
    A. Extremely important
    B. Moderately important
    C. Slightly important
    D. Slightly unimportant
    E. Moderately unimportant
    F. Extremely unimportant

18. Do you intend to re-enlist? (Choose one)
    A. Yes
    B. No
    C. Undecided

19. Overall, how well do you think that you did on the SQT? (Choose one)
    A. Passed less than 60% of the tasks
    B. Passed 60-79% of the tasks (Qualified in MOS)
    C. Passed 80-100% of the tasks (Promotable in MOS)

PLEASE COMPLETE QUESTIONS 20 THRU 23 WHICH ARE ATTACHED TO THE ANSWER SHEET.

H

SQT OPINION SURVEY
ANSWER SHEET

*** INSTRUCTIONS ***

*** COMPLETELY BLACKEN THE LETTER THAT REPRESENTS YOUR ANSWER.
*** INSURE THAT YOUR MARKS DO NOT EXTEND INTO ANOTHER LINE, LETTER OR NUMBER.
*** TO CHANGE AN ANSWER COMPLETELY ERASE AND BLACKEN CORRECT LETTER.
*** USE NUMBER 2 LEAD PENCIL ONLY.

1. LAST NAME (PLEASE PRINT) :_____

SSAN

2. SOCIAL SECURITY ACCOUNT NUMBER /__/ 0 1 2 3 4 5 6 7 8 9
(IN THE COLUMN LABELED SSAN /__/ 0 1 2 3 4 5 6 7 8 9
PLEASE ENTER YOUR SOCIAL /__/ 0 1 2 3 4 5 6 7 8 9
SECURITY ACCOUNT NUMBER /__/ 0 1 2 3 4 5 6 7 8 9
STARTING FROM TOP TO BOTTOM, /__/ 0 1 2 3 4 5 6 7 8 9
THEN FOR EACH NUMBER ENTERED /__/ 0 1 2 3 4 5 6 7 8 9
BLACKEN THE APPROPRIATE /__/ 0 1 2 3 4 5 6 7 8 9
NUMBER IN THE ROW OF NUMBERS /__/ 0 1 2 3 4 5 6 7 8 9
LOCATED ON THE RIGHT.) /__/ 0 1 2 3 4 5 6 7 8 9

QUESTION NUMBER	RESPONSE
3.	A B
4.	A B
5.	A B C D E F G H
6.	A B C D E F G H
7.	A B C D E F G H
8.	A B C D E
9.	A B C D
10.	A B C D
11.	A B C D E F
12.	A B C D E F
13.	A B C D E F
14.	A B C D E F
15.	A B C D E F
16.	A B C D E F
17.	A B C D E F
18.	A B C
19.	A B C

******** PLEASE TURN TO THE NEXT PAGE TO ANSWER ******** FORM NO. 803
QUESTIONS 20 THRU 23.

SOCIAL SECURITY ACCOUNT NUMBER /_____/-/____/-/_____/

20. BRIEFLY LIST AND EXPLAIN THE WEAKNESSES OF THE SQT TRAINING WHICH YOU RECEIVED.

21. BRIEFLY LIST AND EXPLAIN THE STRENGTHS OF THE SQT TRAINING WHICH YOU RECEIVED.

22. BRIEFLY EXPLAIN HOW SQT TRAINING COULD BE IMPROVED.

23. BRIEFLY EXPLAIN HOW THE SQT ITSELF COULD BE IMPROVED.

FORM NO. 803

APPENDIX B

SUMMARY OF SURVEY RESPONSES
BY MOS AND SKILL LEVEL

3. Do you feel that your performance on the SQT will be a good indication of your proficiency in your MOS?

11B - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Yes	126	48	16	190	74.1	69.6	61.5	71.7
No	44	21	10	75	25.9	30.4	38.5	28.3
Total	170	69	26	265	100.0	100.0	100.0	100.0

11C - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Yes	30	14	2	46	68.2	63.6	100	67.6
No	14	8	0	22	31.8	36.4	0	32.4
Total	44	22	2	68	100.0	100.0	100.0	100.0

11E - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Yes	80	42	5	127	56.7	60.9	41.7	57.2
No	61	27	7	95	43.3	39.1	58.3	42.8
Total	141	69	12	222	100.0	100.0	100.0	100.0

4. Do you feel that the SQT was administered fairly?

11B - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Yes	144	57	20	221	84.2	82.6	76.9	83.1
No	27	12	6	45	15.8	17.4	23.1	16.9
Total	171	69	26	266	100.0	100.0	100.0	100.0

11C - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Yes	34	17	2	53	77.3	77.3	100	77.9
No	10	5	0	15	22.7	22.7	0	22.1
Total	44	22	2	68	100.0	100.0	100.0	100.0

11E - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Yes	110	48	11	169	77.5	68.6	91.7	75.4
No	32	22	1	55	22.5	31.4	8.3	24.6
Total	142	70	12	224	100.0	100.0	100.0	100.0

5. How far in advance of the test date did you receive your SQT notice telling you which tasks from the Soldier's Manual would be on the SQT?

11B - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
I did not receive an SQT notice	6	3	5	14	3.5	4.4	19.2	5.4
Less than one month	3	1	1	5	1.7	1.5	3.9	1.8
One month or more, but less than two	9	0	0	9	5.3	0	0	3.4
Two months or more, but less than three	17	5	4	26	9.9	7.4	15.4	9.8
Three months or more, but less than four	20	11	3	34	11.7	16.2	11.5	12.8
Four months or more, but less than five	22	6	3	31	12.9	8.8	11.5	11.7
Five months or more, but less than six	8	2	1	11	4.7	2.9	3.9	4.1
Six months or more	86	40	9	135	50.3	58.8	34.6	51.0
Total	171	68	26	265	100.0	100.0	100.0	100.0

Question #5 continued

11C - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
I did not receive an SQT notice	1	0	1	2	2.3	0	50.0	2.9
Less than one month	1	0	0	1	2.3	0	0	1.5
One month or more, but less than two	3	1	1	5	6.8	4.5	50.0	7.4
Two months or more, but less than three	7	3	0	10	15.9	13.7	0	14.7
Three months or more, but less than four	8	1	0	9	18.2	4.5	0	13.2
Four months or more, but less than five	7	4	0	11	15.9	18.2	0	16.2
Five months or more, but less than six	4	2	0	6	9.1	9.1	0	8.8
Six months or more	13	11	0	24	29.5	50.0	0	35.3
Total	44	22	2	68	100.0	100.0	100.0	100.0

Question #5 continued

11E - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
I did not receive an SQT notice	8	2	0	10	5.7	2.9	0	4.5
Less than one month	17	16	4	37	12.1	22.9	33.3	16.6
One month or more, but less than two	16	7	4	27	11.3	10.0	33.3	12.1
Two months or more, but less than three	16	8	1	25	11.3	11.4	8.3	11.2
Three months or more, but less than four	23	12	0	35	16.3	17.1	0	15.7
Four months or more, but less than five	21	9	0	30	15.0	12.8	0	13.4
Five months or more, but less than six	16	7	1	24	11.3	10.0	8.3	10.8
Six months or more	24	9	2	35	17.0	12.9	16.8	15.7
Total	141	70	12	223	100.0	100.0	100.0	100.0

6. How far in advance of the test date did you receive your Soldier's Manual?

11B - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
I did not receive a Soldier's Manual	3	2	4	9	1.7	2.9	15.4	3.4
Less than one month	0	0	2	2	0	0	7.7	0.8
One month or more, but less than two	8	1	1	10	4.7	1.5	3.8	3.8
Two months or more, but less than three	11	5	1	17	6.5	7.2	3.8	6.4
Three months or more, but less than four	19	5	3	27	11.2	7.2	11.6	10.2
Four months or more, but less than five	27	8	2	37	15.9	11.6	7.7	14.0
Five months or more, but less than six	25	4	1	30	14.7	5.8	3.8	11.2
Six months or more	77	44	12	133	45.3	63.8	46.2	50.2
Total	170	69	26	265	100.0	100.0	100.0	100.0

Question #6 continued

11C - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
I did not receive a Soldier's Manual	0	0	0	0	0	0	0	0
Less than one month	0	0	0	0	0	0	0	0
One month or more, but less than two	0	0	0	0	0	0	0	0
Two months or more, but less than three	2	2	0	4	4.5	9.1	0	5.9
Three months or more, but less than four	12	3	0	15	27.3	13.7	0	22.1
Four months or more, but less than five	7	5	0	12	15.9	22.7	0	17.6
Five months or more, but less than six	5	3	1	9	11.4	13.6	50.0	13.2
Six months or more	18	9	1	28	40.9	40.9	50.0	41.2
Total	44	22	2	68	100.0	100.0	100.0	100.0

Question #6 continued

11E - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
I did not receive a Soldier's Manual	4	2	0	6	2.8	2.8	0	2.7
Less than one month	5	10	2	17	3.6	14.3	16.7	7.7
One month or more, but less than two	7	4	3	14	5.0	5.7	25.0	6.3
Two months or more, but less than three	20	6	2	28	14.3	8.6	16.7	12.6
Three months or more, but less than four	21	14	1	36	15.0	20.0	8.2	16.2
Four months or more, but less than five	12	7	0	19	8.6	10.0	0	8.6
Five months or more, but less than six	24	10	2	36	17.1	14.3	16.7	16.2
Six month or more	47	17	2	66	33.6	24.3	16.7	29.7
Total	140	70	12	222	100.0	100.0	100.0	100.0

7. How far in advance of the test date did your unit begin training for the SQT?

11B - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
My unit did not conduct any SQT training	1	0	0	1	0.6	0	0	0.4
Less than one month	6	1	0	7	3.6	1.4	0	2.7
One month or more, but less than two	15	6	3	24	8.9	8.8	11.5	9.1
Two months or more, but less than three	15	5	4	24	8.9	7.3	15.4	9.1
Three months or more, but less than four	20	8	2	30	11.9	11.8	7.7	11.5
Four months or more, but less than five	22	5	3	30	13.1	7.4	11.5	11.5
Five months or more, but less than six	15	5	1	21	8.9	7.4	3.9	8.0
Six months or more	74	38	13	125	44.1	55.9	50.0	47.7
Total	168	68	26	262	100.0	100.0	100.0	100.0

Question #7 continued

11C - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
My unit did not conduct any SQT training	0	0	0	0	0	0	0	0
Less than one month	0	0	1	1	0	0	50.0	1.5
One month or more, but less than two	6	0	0	6	13.9	0	0	9.0
Two months or more, but less than three	3	3	1	7	7.0	13.6	50.0	10.4
Three months or more, but less than four	12	6	0	18	27.9	27.3	0	26.9
Four months or more, but less than five	6	2	0	8	14.0	9.1	0	11.9
Five months or more, but less than six	9	2	0	11	20.9	9.1	0	16.4
Six months or more	7	9	0	16	16.3	40.9	0	23.9
Total	43	22	2	67	100.0	100.0	100.0	100.0

Question #7 continued

11E - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
My unit did not conduct any SQT training	4	5	2	11	2.9	7.1	18.2	5.0
Less than one month	37	18	0	55	26.6	25.7	0	25.0
One month or more, but less than two	46	16	4	66	33.1	22.9	36.3	30.0
Two months or more, but less than three	24	16	3	43	17.3	22.9	27.3	19.5
Three months or more, but less than four	17	6	1	24	12.2	8.6	9.1	10.9
Four months or more, but less than five	4	7	0	11	2.9	10.0	0	5.0
Five months or more, but less than six	2	1	0	3	1.4	1.4	0	1.4
Six months or more	5	1	1	7	3.6	1.4	9.1	3.2
Total	139	70	11	220	100.0	100.0	100.0	100.0

8. Did you have any difficulty understanding the Soldier's Manual while preparing for the SQT?

11B - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extreme difficulty	6	0	2	8	3.6	0	7.7	3.0
Moderate difficulty	12	2	2	16	7.1	2.9	7.7	6.1
Slight difficulty	34	15	6	55	20.2	21.7	23.1	20.9
No difficulty	99	45	14	158	59.0	65.2	53.8	60.1
I did not read the Soldier's Manual	17	7	2	26	10.1	10.2	7.7	9.9
Total	168	69	26	263	100.0	100.0	100.0	100.0

Question #8 continued

11C - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Extreme difficulty	1	2	0	3	2.3	9.1	0	4.4
Moderate difficulty	1	1	0	2	2.3	4.6	0	3.0
Slight difficulty	15	7	1	23	34.0	31.8	50.0	33.8
No difficulty	23	11	1	35	52.3	50.0	50.0	51.4
I did not read the Soldier's Manual	4	1	0	5	9.1	4.5	0	7.4
Total	44	22	2	68	100.0	100.0	100.0	100.0

Question #8 continued

11E - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Extreme difficulty	2	2	0	4	1.4	2.8	0	1.8
Moderate difficulty	9	7	1	17	6.4	10.0	8.3	7.6
Slight difficulty	52	30	3	85	37.2	42.9	25.0	38.3
No difficulty	54	30	8	92	38.6	42.9	66.7	41.5
I did not read the Soldier's Manual	23	1	0	24	16.4	1.4	0	10.8
Total	140	70	12	222	100.0	100.0	100.0	100.0

9. Did you have any difficulty understanding the questions in the Written Component of the SQT?

11B - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Extreme difficulty	5	0	0	5	3.0	0	0	1.9
Moderate difficulty	14	3	4	21	8.2	4.3	15.4	7.9
Slight difficulty	40	18	10	68	23.5	26.1	38.5	25.7
No difficulty	111	48	12	171	65.3	69.6	46.2	64.5
Total	170	69	26	265	100.0	100.0	100.0	100.0

Question #9 continued

11C - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extreme difficulty	3	1	0	4	6.8	4.6	0	5.9
Moderate difficulty	3	3	0	6	6.8	13.6	0	8.8
Slight difficulty	17	7	1	25	38.7	31.8	50.0	36.8
No difficulty	21	11	1	33	47.7	50.0	50.0	48.5
Total	44	22	2	68	100.0	100.0	100.0	100.0

Question #9 continued

11E - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extreme difficulty	6	1	2	9	4.3	1.4	16.7	4.1
Moderate difficulty	23	13	1	37	16.6	18.6	8.3	16.7
Slight difficulty	48	27	2	77	34.5	38.6	16.7	34.8
No difficulty	62	29	7	98	44.6	41.4	58.3	44.4
Total	139	70	12	221	100.0	100.0	100.0	100.0

10. Did you do any studying on your own to prepare yourself to take the SQT?

11B - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
An extreme amount	18	6	8	32	10.5	8.8	30.8	12.1
A moderate amount	62	39	14	115	36.3	57.4	53.8	43.4
A slight amount	57	17	4	78	33.3	25.0	15.4	29.4
None at all	34	6	0	40	19.9	8.8	0	15.1
Total	171	68	26	265	100.0	100.0	100.0	100.0

Question #10 continued

11C - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
An extreme amount	2	3	1	6	4.6	13.6	50.0	8.8
A moderate amount	21	9	1	31	47.7	40.9	50.0	45.6
A slight amount	14	7	0	21	31.8	31.8	0	30.9
None at all	7	3	0	10	15.9	13.7	0	14.7
Total	44	22	2	68	100.0	100.0	100.0	100.0

Question #10 continued

11E - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
An extreme amount	19	11	9	39	13.6	15.9	75.0	17.6
A moderate amount	53	42	2	97	37.8	60.9	16.7	43.9
A slight amount	48	14	1	63	34.3	20.3	8.3	28.5
None at all	20	2	0	22	14.3	2.9	0	10.0
Total	140	69	12	221	100.0	100.0	100.0	100.0

11. How satisfied or dissatisfied are you with the training which you received for the Hands-On Component of the SQT?

11B - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extremely satisfied	40	16	5	61	23.5	23.2	19.2	23.0
Moderately satisfied	61	22	12	95	35.9	31.9	46.2	35.9
Slightly satisfied	18	14	3	35	10.6	20.3	11.5	13.2
Slightly dissatisfied	16	7	0	23	9.4	10.1	0	8.7
Moderately dissatisfied	13	3	5	21	7.7	4.4	19.2	7.9
Extremely dissatisfied	22	7	1	30	12.9	10.1	3.9	11.3
Total	170	69	26	265	100.0	100.0	100.0	100.0

Question #11 continued

11C - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extremely satisfied	16	10	0	26	37.2	45.5	0	38.8
Moderately satisfied	14	3	0	17	32.5	13.6	0	25.4
Slightly satisfied	4	4	1	9	9.3	18.2	50.0	13.4
Slightly dissatisfied	4	2	1	7	9.3	9.1	50.0	10.4
Moderately dissatisfied	3	2	0	5	7.0	9.1	0	7.5
Extremely dissatisfied	2	1	0	3	4.7	4.5	0	4.5
Total	43	22	2	67	100.0	100.0	100.0	100.0

Question #11 continued

11E - responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Extremely satisfied	48	26	1	75	34.3	37.1	11.1	34.2
Moderately satisfied	50	24	2	76	35.7	34.3	22.2	34.7
Slightly satisfied	23	6	3	32	16.4	8.6	33.4	14.7
Slightly dissatisfied	5	5	1	11	3.6	7.1	11.1	5.0
Moderately dissatisfied	7	3	1	11	5.0	4.3	11.1	5.0
Extremely dissatisfied	7	6	1	14	5.0	8.6	11.1	6.4
Total	140	70	9	219	100.0	100.0	100.0	100.0

12. How satisfied or dissatisfied are you with the training which you received for the Written Component of the SQT?

11B - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Extremely satisfied	29	6	0	35	17.2	8.8	0	13.3
Moderately satisfied	56	28	7	91	33.1	41.2	26.9	34.6
Slightly satisfied	33	16	2	51	19.5	23.5	7.7	19.4
Slightly dissatisfied	22	3	5	30	13.0	4.4	19.2	11.4
Moderately dissatisfied	10	6	6	22	5.9	8.8	23.1	8.4
Extremely dissatisfied	19	9	6	34	11.3	13.3	23.1	12.9
Total	169	68	26	263	100.0	100.0	100.0	100.0

Question #12 continued

IIC - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Extremely satisfied	6	3	1	10	14.3	13.6	50.0	15.2
Moderately satisfied	14	1	0	15	33.3	4.6	0	22.7
Slightly satisfied	12	4	0	16	28.6	18.2	0	24.2
Slightly dissatisfied	6	7	0	13	14.3	31.8	0	19.7
Moderately dissatisfied	1	4	0	5	2.4	18.2	0	7.6
Extremely dissatisfied	3	3	1	7	7.1	13.6	50.0	10.6
Total	42	22	2	66	100.0	100.0	100.0	100.0

Question #12 continued

11E - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extremely satisfied	15	5	0	20	10.7	7.1	0	9.0
Moderately satisifed	43	24	3	70	30.7	34.3	25.0	31.5
Slightly satisfied	29	13	5	47	20.7	18.6	41.6	21.2
Slightly dissatisfied	21	10	0	31	15.0	14.3	0	14.0
Moderately dissatisfied	10	6	2	18	7.2	8.6	16.7	8.1
Extremely dissatisfied	22	12	2	36	15.7	17.1	16.7	16.2
Total	140	70	12	222	100.0	100.0	100.0	100.0

13. How qualified or unqualified was your immediate supervisor to train you for the SQT?

11B - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extremely qualified	39	19	6	64	22.9	27.9	24.0	24.3
Moderately qualified	79	28	11	118	46.5	41.2	44.0	44.9
Slightly qualified	26	8	3	37	15.3	11.8	12.0	14.1
Slightly unqualified	15	2	3	20	8.8	2.9	12.0	7.6
Moderately unqualified	3	5	1	9	1.8	7.4	4.0	3.4
Extremely unqualified	8	6	1	15	4.7	8.8	4.0	5.7
Total	170	68	25	263	100.0	100.0	100.0	100.0

Question #13 continued

11C - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extremely qualified	14	1	0	15	33.3	4.6	0	22.7
Moderately qualified	20	9	1	30	47.6	40.9	50.0	45.5
Slightly qualified	4	8	0	12	9.5	36.4	0	18.2
Slightly unqualified	1	2	0	3	2.4	9.1	0	4.5
Moderately unqualified	3	1	0	4	7.2	4.5	0	6.1
Extremely unqualified	0	1	1	2	0	4.5	50.0	3.0
Total	42	22	2	66	100.0	100.0	100.0	100.0

Question #13 continued

11E - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extremely qualified	29	17	2	48	20.8	24.3	18.2	21.8
Moderately qualified	67	27	6	100	48.2	38.6	54.5	45.5
Slightly qualified	20	13	1	34	14.4	18.6	9.1	15.4
Slightly unqualified	10	5	1	16	7.2	7.1	9.1	7.3
Moderately unqualified	4	5	0	9	2.9	7.1	0	4.1
Extremely unqualified	9	3	1	13	6.5	4.3	9.1	5.9
Total	139	70	11	220	100.0	100.0	100.0	100.0

14. How much did you like or dislike training for the SQT?

11B - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Liked extremely	13	7	1	21	7.7	10.4	3.9	8.0
Liked moderately	53	16	7	76	31.4	23.9	26.9	29.0
Liked slightly	24	18	5	47	14.2	26.9	19.2	18.0
Disliked slightly	33	6	5	44	19.5	9.0	19.2	16.8
Disliked moderately	14	7	3	24	8.3	10.4	11.6	9.1
Disliked extremely	32	13	5	50	18.9	19.4	19.2	19.1
Total	169	67	26	262	100.0	100.0	100.0	100.0

Question #14 continued

11C - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Liked extremely	6	1	1	8	13.9	4.6	50.0	11.9
Liked moderately	12	5	1	18	27.9	22.7	50.0	26.9
Liked slightly	8	3	0	11	18.6	13.6	0	16.4
Disliked slightly	10	5	0	15	23.3	22.7	0	22.4
Disliked moderately	4	4	0	8	9.3	18.2	0	11.9
Disliked extremely	3	4	0	7	7.0	18.2	0	10.5
Total	43	22	2	67	100.0	100.0	100.0	100.0

Question #14 continued

11E - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Liked extremely	7	6	3	16	5.0	8.7	25.0	7.2
Liked moderately	43	32	5	80	30.7	46.4	41.7	36.2
Liked slightly	24	16	1	41	17.1	23.2	8.3	18.6
Disliked slightly	29	8	1	38	20.7	11.6	8.3	17.2
Disliked moderately	11	3	0	14	7.9	4.3	0	6.3
Disliked extremely	26	4	2	32	18.6	5.8	16.7	14.5
Total	140	69	12	221	100.0	100.0	100.0	100.0

15. How much do you like or dislike your MOS?

11B - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Like extremely	28	9	1	38	16.6	13.2	3.9	14.4
Like moderately	33	12	7	52	19.5	17.6	26.9	19.8
Like slightly	25	15	4	44	14.8	22.1	15.4	16.8
Dislike slightly	11	5	3	19	6.5	7.4	11.5	7.2
Dislike moderately	13	5	5	23	7.7	7.4	19.2	8.7
Dislike extremely	59	22	6	87	34.9	32.3	23.1	33.1
Total	169	68	26	263	100.0	100.0	100.0	100.0

Question #15 continued

11C - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Like extremely	8	3	0	11	19.1	13.6	0	16.7
Like moderately	15	7	0	22	35.7	31.8	0	33.3
Like slightly	6	3	1	10	14.3	13.6	50.0	15.2
Dislike slightly	3	2	1	6	7.1	9.1	50.0	9.0
Dislike moderately	2	1	0	3	4.8	4.6	0	4.6
Dislike extremely	8	6	0	14	19.0	27.3	0	21.2
Total	42	22	2	66	100.0	100.0	100.0	100.0

Question #15 continued

11E - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Like extremely	18	14	5	37	13.0	20.0	41.7	16.7
Like moderately	39	23	1	63	28.1	32.9	8.4	28.5
Like slightly	11	8	1	20	7.9	11.4	8.3	9.1
Dislike slightly	16	11	3	30	11.5	15.7	25.0	13.6
Dislike moderately	12	2	1	15	8.6	2.9	8.3	6.8
Dislike extremely	43	12	1	56	30.9	17.1	8.3	25.3
Total	139	70	12	221	100.0	100.0	100.0	100.0

16. Overall, how satisfied or dissatisfied are you with your Army Career?

11B - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extremely satisfied	18	8	5	31	10.5	11.9	19.2	11.7
Moderately satisfied	57	31	11	99	33.3	46.3	42.3	37.5
Slightly satisfied	26	9	2	37	15.2	13.4	7.7	14.0
Slightly dissatisfied	25	5	3	33	14.6	7.5	11.6	12.6
Moderately dissatisfied	9	3	3	15	5.3	4.5	11.5	5.6
Extremely dissatisfied	36	11	2	49	21.1	16.4	7.7	18.6
Total	171	67	26	264	100.0	100.0	100.0	100.0

Question #16 continued

11C - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extremely satisfied	5	3	2	10	11.9	13.6	100.0	15.2
Moderately satisfied	10	4	0	14	23.8	18.2	0	21.2
Slightly satisfied	12	6	0	18	28.6	27.3	0	27.2
Slightly dissatisfied	2	4	0	6	4.7	18.2	0	9.1
Moderately dissatisfied	7	2	0	9	16.7	9.1	0	13.7
Extremely dissatisfied	6	3	0	9	14.3	13.6	0	13.6
Total	42	22	2	66	100.0	100.0	100.0	100.0

Question #16 continued

11E - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Extremely satisfied	14	17	4	35	10.0	24.6	33.3	15.8
Moderately satisfied	34	29	3	66	24.3	42.0	25.0	29.9
Slightly satisfied	24	11	3	38	17.1	16.0	25.0	17.2
Slightly dissatisfied	24	6	2	32	17.1	8.7	16.7	14.5
Moderately dissatisfied	17	2	0	19	12.2	2.9	0	8.6
Extremely dissatisfied	27	4	0	31	19.3	5.8	0	14.0
Total	140	69	12	221	100.0	100.0	100.0	100.0

17. How important or unimportant do you feel that your SQT performance will be to your Army career?

11B - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extremely important	58	33	11	102	34.3	50.0	42.3	39.1
Moderately important	43	15	7	65	25.4	22.7	26.9	24.9
Slightly important	24	9	6	39	14.2	13.6	23.1	14.9
Slightly unimportant	16	2	0	18	9.5	3.0	0	6.9
Moderately unimportant	7	1	1	9	4.1	1.5	3.8	3.5
Extremely unimportant	21	6	1	28	12.4	9.1	3.8	10.7
Total	169	66	26	261	100.0	100.0	100.0	100.0

Question #17 continued

11C - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Extremely important	13	7	2	22	31.7	31.8	100.0	33.8
Moderately important	9	5	0	14	22.0	22.7	0	21.6
Slightly important	13	4	0	17	31.7	18.2	0	26.1
Slightly unimportant	1	1	0	2	2.4	4.6	0	3.1
Moderately unimportant	1	1	0	2	2.4	4.5	0	3.1
Extremely unimportant	4	4	0	8	9.8	18.2	0	12.3
Total	41	22	2	65	100.0	100.0	100.0	100.0

Question #17 continued

11E - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Extremely important	44	26	6	76	31.7	37.7	50.0	34.5
Moderately important	43	20	4	67	30.9	29.0	33.4	30.5
Slightly important	21	15	1	37	15.1	21.7	8.3	16.8
Slightly unimportant	7	4	1	12	5.0	5.8	8.3	5.5
Moderately unimportant	5	2	0	7	3.6	2.9	0	3.1
Extremely unimportant	19	2	0	21	13.7	2.9	0	9.6
Total	139	69	12	220	100.0	100.0	100.0	100.0

18. Do you intend to re-enlist?

11B - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Yes	27	26	12	65	16.0	38.2	46.2	24.7
No	86	22	5	113	50.9	32.4	19.2	43.0
Undecided	56	20	9	85	33.1	29.4	34.6	32.3
Total	169	68	26	263	100.0	100.0	100.0	100.0

Question #18 continued

11C - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Yes	8	3	2	13	18.6	13.6	100.0	19.4
No	18	11	0	29	41.9	50.0	0	43.3
Undecided	17	8	0	25	39.5	36.4	0	37.3
Total	43	22	2	67	100.0	100.0	100.0	100.0

Question #18 continued

11E - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Yes	16	20	7	43	11.4	28.6	58.3	19.4
No	82	22	2	106	58.6	31.4	16.7	47.7
Undecided	42	28	3	73	30.0	40.0	25.0	32.9
Total	140	70	12	222	100.0	100.0	100.0	100.0

19. Overall, how well do you think that you did on the SQT?

11B - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Passed less than 60% of the tasks	17	4	4	25	10.3	6.1	16.0	9.8
Passed 60-79% of the tasks (Qualified in MOS)	92	43	9	144	55.8	66.2	36.0	56.5
Passed 80-100% of the tasks (Promotable in MOS)	56	18	12	86	33.9	27.7	48.0	33.7
Total	165	65	25	255	100.0	100.0	100.0	100.0

Question #19 continued

11C - Responses

Response	FREQUENCIES				PERCENTAGES			
	Skill Level			Total	Skill Level			Total
	1	2	3		1	2	3	
Passed less than 60% of the tasks	10	5	0	15	23.8	25.0	0	23.4
Passed 60-79% of the tasks (Qualified in MOS)	21	9	2	32	50.0	45.0	100.0	50.0
Passed 80-100% of the tasks (Promotable in MOS)	11	6	0	17	26.2	30.0	0	26.6
Total	42	20	2	64	100.0	100.0	100.0	100.0

Question #19 continued

11E - Responses

Response	FREQUENCIES Skill Level 1	2	3	Total	PERCENTAGES Skill Level 1	2	3	Total
Passed less than 60% of the tasks	21	7	1	29	15.1	10.0	8.4	13.1
Passed 60-79% of the tasks (Qualified in MOS)	65	49	7	121	46.8	70.0	58.3	54.8
Passed 80-100% of the tasks (Promotable in MOS)	53	14	4	71	38.1	20.0	33.3	32.1
Total	139	70	12	221	100.0	100.0	100.0	100.0

20. Briefly list and explain the weaknesses of the SQT training which you received.

11B - Comments Made by Five or More Respondents	Number of Respondents
Inconsistency or disinterest on part of instructors	34
Too repetitious	32
Not enough preparation for written portion	16
Received no training	10
Too much hands-on, not enough written	7
Not enough training	7
Not enough training because duty MOS is different than primary MOS	5
Map reading was unclear	5
Poorly organized	5

11C - Comments Made by Five or More Respondents	Number of Respondents
Not enough training	7
Unqualified instructors	5
Not enough training for written component	5

Question #20 continued

11E - Comments Made by Five or More Respondents	Number of Respondents
Not enough time to prepare for test	19
Contradictory answers and methodology	13
Instructors unknowledgeable or did not care	13
Too much training	10
Not enough classes on written portion of test	9
Not enough hands-on training	7
Not enough training because duty MOS is not primary MOS	7
Aircraft and vehicle identification	7
Poor organization	6
Training was not applicable to day-to-day job	6
Poor equipment or lack of equipment	5

21. Briefly list and explain the strengths of the SQT training which you received.

11B - Comments Made by Five or More Respondents	Number of Respondents
Received good training	43
Aided in providing more knowledge of and better performance in MOS	40
Hands-on training good	27

11C - Comments Made by Five or More Respondents	Number of Respondents
Hands-on training was good	12
Training was beneficial	11
Helpful in day-to-day functioning in MOS	6

11E - Comments Made by Five or More Respondents	Number of Respondents
Good hands-on preparation	37
Received good training	28
Lets one know what he is supposed to know about his job	23
Good training for future	11
Written component was helpful	9

22. Briefly explain how SQT training could be improved.

11B - Comments Made by Five or More Respondents	Number of Respondents
Do not overtrain, becomes boring	21
Improve quality of instructors	18
More training	10
More training on Written Component	9
Better SQT manuals	7
More hands-on training	7

11E - Comments Made by Five or More Respondents	Number of Respondents
Increase number of months for preparation instead of a brief period of intense preparation	28
Increase the amount of training	22
More HOC training	9
Have better qualified instructors	9
New and/or better training aids	8
More time devoted to Written Component	6
Better pictures of aircraft and tanks	6

23. Briefly explain how the SQT itself could be improved.

11B - Comments Made by Five or More Respondents	Number of Respondents
More HOC	22
Make questions clearer	7

11E - Comments Made by Five or More Respondents	Number of Respondents
Make questions clearer	26
Better pictures for vehicle identification	19
More hands-on, less written	18
Let field troops assist in construction of questions	5
Develop another program for people who have worked out of their MOS for a long time	5
Standardize test with no borderline questions	5