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AGO.
PRS Report 812
PJ 4118-03
PR/KLL
23 November 1949

9 VALIDATION OF WAC OCS SELECTION INSTRUMENTS.

PJ 4118-03

I. ABSTRACT

All the available data concerning the WAC OCS program was studied and summarized for the purpose of determining future action to be taken on this program. Insufficient data are available to warrant any conclusions regarding the validity of the selection instruments (Biographical Information Blank, Evaluation Report, and Conduct of the Interview) and the WAC OCS Grading System. No immediate progress can be expected on this program as adequate data will not be available for an indefinite length of time.

II. AUTHORITY

D/F from D/P and A to TAG, CSGPA 352 WAC

Subject: WAC OCS, dated 25 November 1947, directed the development of instruments to be used in screening applicants for WAC OCS. So far as practicable, the instruments were to parallel or duplicate the instruments used in screening male applicants for OCS.

III. BACKGROUND

In accordance with the above directive, the following selection instruments were adapted for use with WAC OCS candidates:

WAC OCS Biographical Information Blank	PRT-890
WAC OCS Biographical Information Blank Manual	PRT-891
WAC OCS Evaluation Report	PRT-893
WAC OCS Conduct of the Interview	PRT-895

The instruments, their origin, and adaptation for current usage are discussed in detail in PRS Report 786, Adaptation of Instruments for WAC Officer Candidate School Selection.

IV. PROBLEM

A. General

The original plan for PJ 4118-03 called for a description of the procedures to be employed in validating the above instruments but the present status of the WAC OCS training program makes this impossible. The procedures which were utilized in selecting and grading WAC officer candidates have not been standardized to the extent that the data could justify such an analysis. Furthermore, the rate of accumulation is so slow that an analysis of combined classes become unfeasible.

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In view of the above, it appears advisable at this time to report on the status of all the existing data on the WAC OCS program.

B. Specific problems

The purpose of this report is to summarize all the data available on the WAC OCS program. Brief analyses are presented on some of the data in an effort to indicate the future usefulness of the variables and the advisability of undertaking additional study of these variables. The results of this summary are included in this report as a basis for conferring with the WAC Officer Candidate School.

V. SUMMARY OF DATA

A. Samples

1. All applicants - Class 1
2. Selected applicants - Class 1
3. Graduates - Class 1
4. All applicants - Class 2
5. Selected Applicants - Class 2
6. All applicants - Class 3

TABLE I

NUMBER IN EACH GROUP IN EACH CLASS^{1/}

	NUMBER		
	Class 1	Class 2	Class 3
Applicants	83	60	Incomplete - to date data on 62 have been received - but more are expected
Selected Applicants	69	60	
Graduates	37		

^{1/} Data available as of October 1949

B. Variables

Data on the following are available at the Personnel Research Section:

1. WAC OCS BIR (DA AGO -RT - 890)
2. WAC OCS Evaluation Reports (DA AGO -RT - 893)
3. WAC OCS Conduct of the Interview (DA AGO -RT - 895)
4. Age
5. Education
6. Major command from which Reporting
7. Prior Service
8. Grade on Entering
9. AGCT
10. OCT
11. Mid-Term Buddy Rating at School
12. Mid-Term Academic Rank
13. Mid-Term Platoon Company Commander's Rating
14. Mid-Term Over-all Relative Standing (Buddy Rating, Academic Standing, Platoon and Company Command Rating)
15. Mid-Term Proficiency in Dismounted Drill Rating
16. Mid-Term Potential Officer Evaluation (Platoon Officers' Evaluation, Company Commander's Evaluation, Proficiency at Dismounted Drill, Physical Training)
17. Final Potential Officer Evaluation
18. Final Academic Grade and Standing in Class
19. Final Buddy Rating
20. Final Total Demerits
21. Leaders Reaction Test Score and Standing in Class
22. Stakes Course Score and Standing in Class

- 23. Student Co. Officer Practice Rating
- 24. Student Staff Officer Practice Rating
- 25. Final Disposition and Date (including reasons for failures)
- 26. Date and Place of Transfer

TABLE II
DATA AVAILABLE FOR THE 26 VARIABLES^{1/}

Population	Class	Variables
Applicants	1st	1 through 5, 7
Selected	1st	1 through 26
Graduates	1st	1 through 26
Applicants	2nd	1 through 5, 7
Selected	2nd	1 through 5, 7, 8
Applicants	3rd	1 through 5, 7

^{1/} See Table III for Variable 25.

TABLE III
SUMMARY OF DISPOSITION OF CLASS 1 WAC OCS

Variable	Number
Selected	69
Commissioned	57
Failures and Reasons	32
Lack of leadership	19
Academic	1
Immature	5
Education	1
Defective performance	2
Turn Back	2
Miscellaneous	2

VI. STATISTICS COMPUTED

A. Means and Sigma of the following were calculated:

1. Scores on OGI Classes 1 and 2 combined
2. Scores on OGI Class 1
3. Scores on OGI Class 1
4. Scores on RIB Class 1
5. Scores on RIB Classes 1 and 2 combined
6. Composite Scores Class 1

TABLE IV

Means and Sigmas of Scores on the WAC OCS Selection Instruments

Variable	N	M	σ
WAC OCI, Class 1	72	27.1	8.5
WAC OCI, Applicants classes 1 and 2 combined	115	27.8	9.0
WAC OCE, Class 1	61	112.0	24.2
WAC BIB, Class 1	72	97.5	9.0
WAC BIB, Applicants classes 1 and 2 combined	113	98.7	10.0
Composite Score, Class 1	60	236.2	30.3

B. Correlations

Product moment correlations were computed and a multiple R was computed using composite score as criterion and the BIB and OCI as predictors. This was done in response to a request that some method be obtained for getting a composite score for women for whom no evaluation report is available. A summary of these correlations are presented in Table V below.

TABLE V

Correlations of Scores on the WAC OCS Selection Instruments

Variables	N	r
OCI vs Composite Score	60	.519
BIB vs Composite Score	60	.503
BIB vs OCI	60	.359
Multiple R, composite from OCI and BIB	60	.620
Composite Score derived on basis of above -- $1.14 \text{ BIB} + 1.36 \text{ Interview} + 88$		

Inspection of the evaluative data suggested a possible correlation between the Buddy Ratings and the Officers Evaluation Ratings (mid-term) for Class I. Various explanations of the sizeable relationship (Pearsonian r of .79) between the Buddy Ratings and the Officers Evaluation Ratings are possible, but in the absence of any direct information concerning the methods of rating, relative timing of ratings, or publication of results, no conjectures can be made at this time.

VII. CONCLUSIONS

Insufficient data are available to warrant any conclusion concerning the validity of the selection instruments. Further work on this does not appear to be warranted at this time because of the limited population likely to become available.

VIII. PERSONNEL

Program Coordinator: Mr. Edward Rundquist

Statistical Adviser: Mrs. Claire Machlin

Preparation of Report: Miss Eva Russell