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Research Problem Review 77-4

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# FORT KNOX ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

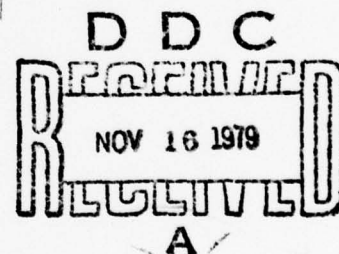
Douglas Griffith

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ARI FORT HOOD FIELD UNIT

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Army Project Number

2Q763743A775

Human Performance  
in Field Assessment

(16) (14) ARI-RES PROBLEM REV-77-4

Research Problem Review 77-4

(6) FORT KNOX 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 E. 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 11D (Armor Reconnaissance Specialist) and 11E (Armor Crewman) at Fort Knox, KY.

The other programs are:

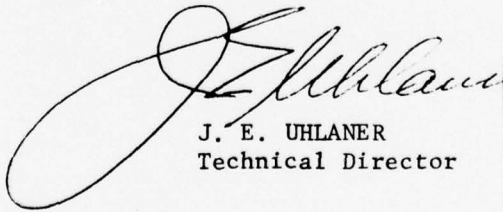
MOS 12B (Combat Engineer) at Fort Leonard Wood, MO, presented in ARI Research Problem Review 77-5.

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

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

MOS 36C (Telephone Lineman) at Fort Gordon, GA, presented in Research Problem Review 77-8.

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

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FORT KNOX 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 intended as replacement for the current two-phase Basic Combat Training/Advanced Individual Training cycle. As a preliminary 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 Armor Reconnaissance Specialist (MOS11D) and the Armor Crewman (MOS 11E) courses at Fort Knox who had completed Basic Combat Training (BCT), Advanced Individual Training (AIT), or the OSUT 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 OSUT. Within each category the items were analyzed individually. For each item, two comparisons were made: BCT vs AIT and AIT vs OSUT. Chi-square tests were employed to determine whether the differences between groups in pattern of responding were statistically significant ( $\alpha = .05$ ). When statistically significant differences were obtained, a subjective assessment was made concerning the operational significance of the differences. Conclusions regarding item categories were based on a subjective appraisal of the analyses of the individual items.

Findings:

The BCT and AIT groups differed significantly with respect to the background factors. Although the difference was less pronounced, the AIT and OSUT groups also differed significantly with respect to the background factors. Hence, all or a portion of the obtained patterns of responses to the remaining items may be more a function of the background factors than of the training cycle effects.

There was general acceptance of many policies related to OSUT. This acceptance was most pronounced for the OSUT trainees themselves. Training was perceived as more intense by the OSUT trainees than by the AIT trainees. Training was perceived as more intense by the BCT than by AIT respondents. Training did not appear to be overly intense to any of the groups.

The OSUT trainees perceived their company commander as more empathic than did AIT trainees. BCT trainees tended to perceive their cadre as more knowledgeable than did AIT trainees.

No major differences in morale emerged.

No differences emerged between OSUT and AIT groups with respect to career or reenlistment intentions. BCT trainees were somewhat more favorably predisposed toward reenlistment than the AIT trainees, although the absolute difference between the two groups was small.

#### Utilization of Findings:

These findings impact on the decision regarding the implementation of OSUT for Armor MOS (11D and 11E), and were incorporated in the Fort Knox report of the Armor OSUT evaluation and in the TRADOC report of the overall OSUT evaluation RCS ATTNG (OT) 36.

# FORT KNOX ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

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## FORT KNOX 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 12 to 15 week OSUT test program. This report deals with the results of the ARI attitude survey conducted with MOS's 11D (Armor Reconnaissance Specialist) and 11E (Armor Crewman) trainees at Fort Knox.



## PROCEDURES

Independent groups of trainees at Fort Knox who had completed BCT (N = 817), AIT (N = 575), or OSUT (N = 643) were administered a questionnaire (see Appendix G) assessing attitudes on a variety of biographical and training related topics. For purposes of analysis each of 53 questionnaire items 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 comparison 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 three groups are summarized in Appendix A.

The training intensity items were included to indicate whether there were differences in the perceived training environments of the comparison groups. One question concerned whether training was perceived as more intense during basic training or during AIT. A second question concerned whether the shortened training cycle resulted in the OSUT trainees perceiving their training as more intense than the AIT trainees. The issues addressed under this heading included the amount of free time in the evenings, the amount of additional and compensatory training, the number of times an individual was counseled, etc. The training intensity items and a 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 comparison groups. The items and the summary of the responses for this category are presented in Appendix C.

The morale items were designed to assess whether there were any differences in the attitudes towards the Army and in the morale of the comparison groups. The morale items and their summaries are presented in Appendix D.

Items directly related to the soldier's likelihood of reenlisting were included in a category of their own. It was realized that background factors, training factors, and morale factors all contribute to the reenlistment decision. These reenlistment items, therefore,

provided an indication of the impact of these factors on reenlistment. Items pertinent to opinions regarding reenlistment and their summaries are presented in Appendix E.

The final item category concerned the OSUT opinion items. These items addressed opinions intimately related to the OSUT concept. Included here were 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 item category the items were analyzed individually. Two comparisons were of primary interest. The first, a comparison between the BCT and AIT conditions, was designed to reveal what changes, if any, in trainee attitudes take place between the end of BCT and the end of AIT. The second comparison, a comparison between the AIT and OSUT groups, was intended to reflect any differences in attitudes resulting from their respective training cycles. The BCT and AIT groups were compared on 45 items of interest. The AIT and OSUT groups were compared on 49 items of interest. Chi-square tests were employed to determine whether the differences in the pattern of responding for the two comparisons were statistically significant ( $\alpha = .05$ ). Whenever statistically significant differences were obtained a subjective assessment was made concerning the operational significance of the differences.

## RESULTS

### BACKGROUND ITEMS

The eight background items, their response distributions and summaries to the statistical tests are presented in Appendix A.

BCT vs. AIT Comparisons. The BCT and AIT groups differed significantly on six of the eight background items. The analysis of Item 1 indicated that more AIT than BCT respondents were married. Item 2 indicated that the AIT respondents were older than the BCT respondents. Item 3 indicated that a greater percentage of the AIT than the OSUT respondents had had prior active duty in the military. The groups also differed with respect to their military status (see Item 4). Apparently many more AIT than BCT respondents had enlisted for four years or more. It also appeared to be the case that the AIT group was more educated than the BCT group (see Item 5). A greater percentage

of the AIT group were high school graduates. Item 7 indicated that the groups also differed with respect to their reasons for enlisting. Apparently more BCT than AIT respondents enlisted for the job training and education offered by the Army. However, it should be noted that more than half of the AIT respondents indicated that the job training and education was the primary reason for their enlistment.

These differences in the background items prevent any definitive comparisons between the BCT and AIT groups. The differences with respect to age, enlistment status, and civilian education may have been the reasons (rather than differences in training) for differences between the two groups are criteria factors. It would appear that the AIT group was more mature, more committed, and more educated than the BCT group. Accordingly, differences between the two groups with respect to the remaining items must be interpreted with extreme caution.

AIT vs. OSUT Comparisons. The AIT and OSUT groups differed on four of the eight background items. The analysis of Item 2 indicated that the AIT group was older than the OSUT group. Moreover, Item 3 indicated that a greater proportion of the AIT respondents stated that they had had prior active duty military service. There was also a pronounced difference in the military status of the two groups (see Item 4). The national guard apparently had greater representation in the OSUT than in the AIT group. This difference would appear to account for the apparent tendency of the AIT respondents to have longer term enlistments. Finally, Item 5 indicated that the AIT respondents tended to have a slightly higher level of education.

The differences with respect to the background items for the OSUT and AIT groups, however, were not as pronounced as they were for the BCT and AIT groups. These obtained differences in background of the respondents provide reason for caution in interpreting differences between the OSUT and AIT groups on the remaining items.

#### TRAINING INTENSITY ITEMS

Analyses of the training intensity items are summarized in Appendix B. Two of the items, Item 50 and 51, were administered only to the OSUT respondents. Item 50 indicated that, by and large, the OSUT respondents were satisfied with the repetition incorporated into the training. Item 51 indicated that 50 percent of the respondents felt that the pace of training was about right and that 37.5 percent of the respondents felt that the training pace was too fast.

BCT vs. AIT Comparisons. Comparisons between the BCT and AIT groups were made on nine of the twelve training intensity items. The two groups differed significantly on three of these nine comparisons. Whenever the groups differed the indication was that training was more intense during BCT than it was during AIT. Item 24 indicated that BCT respondents reported having much less free time in the evenings than the AIT respondents. Item 31 indicated that the BCT respondents reported getting less sleep on an average workday night than did the AIT respondents. And Item 34 indicated that the BCT respondents tended to regard their training as more difficult than did the AIT respondents. Although there was some indication that training was more intense for the BCT respondents, none of the intensity indicators were particularly alarming.

AIT vs. OSUT Comparisons. Comparisons between the AIT and OSUT groups were made on ten of the twelve training intensity items. Of these ten items the groups differed significantly on six. Item 24 indicated that the AIT respondents reported having more free time in the evenings than did the OSUT respondents. Item 25 is consistent with Item 24 in that more AIT than OSUT respondents felt that there was enough time to complete the training in the scheduled period. Similarly Item 26 indicated that more extra hours were reported spent on training by OSUT than by AIT respondents. Although more extra hours and less free time were reported by the OSUT respondents, Item 31 indicated that the OSUT respondents reported getting more sleep on the average workday night. Item 33 indicated that there was slightly more individual counseling of the OSUT than the AIT respondents. This overall impression of more intense training under the OSUT condition is borne out by Item 34 in which the OSUT respondents perceived their training as being more difficult than the AIT respondents.

In summary, training was perceived as more intense by the OSUT group. Although the differences between the AIT and the OSUT groups were consistent for the most part, absolute differences between the groups may not have been of a magnitude to be of any applied military significance. All in all, no serious problems were apparent with respect to training intensity in either group. However, the question of primary interest is whether this difference in training intensity impacted on morale or the respondent's career decisions. This question will be addressed subsequently.

#### ANCILLARY TRAINING ITEMS

Analyses of the ancillary training items are summarized in Appendix C.



BCT vs. AIT Comparisons. Of the six items, three, Items 20, 23, and 27, revealed statistically significant differences in the pattern of responding. However, of these three items only one revealed a meaningful pattern of differences. When the first two and last two response categories for Items 20 and 23 were collapsed, the chi-square values became nonsignificant. Item 27 indicated that the BCT respondents tended to perceive their NCO's as more knowledgeable than the AIT respondents. On the whole, no serious problems appeared with respect to the ancillary training items.

AIT vs. OSUT Comparisons. Three of the items indicated statistically significant differences in the pattern of responses for the AIT and OSUT respondents. Item 11 indicated that the OSUT respondents tended to perceive their company commanders as being more helpful if they had a personal problem than did the AIT respondents. Although both Items 20 and 23 revealed an overall pattern of significance, when the first two and last two response categories for each of these questions were collapsed, their respective chi-squares became nonsignificant. Hence, no meaningful inferences could be made with respect to these items.

There is some indication, then, of a slight superiority in the training environment of the OSUT respondents. At least there was some indication that their commanding officers were more empathetic. Unfortunately, the basis for this superiority cannot be determined. It may simply be that the OSUT commanding officers were more sensitized to the experimental evaluation. On the other hand, it may very well be that the longer period of time spent with the same cadre in the case of the OSUT respondents accounted for the superiority.

#### MORALE ITEMS

The analyses of the morale items are summarized in Appendix D.

BCT vs. AIT Comparisons. The BCT and AIT groups were compared on thirteen of the fifteen items. Of these thirteen items the two groups differed significantly on six. Item 14 indicated that the BCT respondents perceived more harassment in their unit than the AIT respondents. Although Item 15, regarding military courtesy, was statistically significant, the lack of a consistent pattern of differences precluded interpretation. When the first two and last two response categories were collapsed the chi-square value became nonsignificant. Similarly with Item 16, concerning the standards of discipline, when the first two and last two response categories

were collapsed the chi-square values became nonsignificant. Item 19 indicated that a slightly greater percentage of AIT than BCT respondents indicated that their opinion of the Army had become less favorable since coming on active duty. It should be noted that, although the differences here are statistically significant, the absolute differences between the groups are quite small. The lack of a consistent pattern of difference, on Item 21, regarding the perceived importance of the Army to the defense of the country, precludes interpretation. Item 41 indicated that a higher percentage of the BCT respondents regarded themselves as better off in the Army than they would be in civilian life.

It was tentatively concluded that any differences in the morale of the BCT and AIT respondents are negligible. This conclusion is tentative since the impact of the differences in background factors was not assessed. Perhaps what is more important is that the morale of both groups appeared to be satisfactory.

AIT vs. OSUT Comparisons. The initial analysis indicated that the AIT and OSUT groups differed on three of the fifteen items. Further analysis, however, indicated that there was a meaningful difference on only one of the items. When the first two and last two response categories were collapsed for Items 15 and 19 their respective chi-square values became nonsignificant. Only Item 29 was both significant and interpretable. Apparently, the OSUT respondents perceived their company morale as higher than the AIT respondents. However, the differences here although significant, were quite small. It should also be noted that the item addressing individual morale, Item 18, indicated that the groups were ostensibly equivalent. It is tentatively concluded, then, that there was no overall difference in the morale of the two groups. Again this conclusion was contingent on the background factors not bearing significantly on morale. In any case, the morale of both groups appeared to be satisfactory.

#### REENLISTMENT ITEMS

The reenlistment items are summarized in Appendix E.

BCT vs. AIT Comparisons. The differences were significant on all three reenlistment items. Moreover, the differences were significant in that the AIT respondents were consistently more negative with respect to reenlistment than the BCT respondents. Although these differences were small, they are consistent and deserve consideration. Unfortunately, the two groups differed with respect to many of the background variables, so it is difficult to ascertain whether these reenlistment differences reflect the differences with respect to the background variables, or whether they represent a

genuine change in sentiment towards reenlistment which is a function of time in service and/or the AIT cycle.

AIT vs. OSUT Comparisons. With respect to Items 13 and 36, dealing with career and reenlistment intentions respectively, the AIT and OSUT groups were ostensibly equivalent. This finding would tend to suggest, then, that if the change in reenlistment sentiments stated above is attributable to time in service, the change reaches an asymptote at about twelve weeks. In view of the fact that OSUT and AIT respondents have similar career and reenlistment intentions, it is rather surprising that the OSUT respondents are somewhat more likely to recommend to their friends that they enlist.

#### OSUT OPINION ITEMS

The OSUT opinion items are summarized in Appendix F. Two of the items were answered only by the OSUT respondents. Item 52 indicated an overall satisfaction with the length of the OSUT cycle. The modal response corresponded to the length of the cycle. Item 54 indicated that two-thirds of the OSUT respondents thought it desirable or extremely desirable to keep the same cadre throughout the OSUT cycle.

BCT vs. AIT Comparisons. The BCT and AIT groups were compared on six of the items. Significant differences were obtained on four of these items. Item 38 indicated that whereas a majority of the BCT respondents preferred to have their first leave prior to becoming MOS qualified, almost three-quarters of the AIT respondents preferred to save their first leave until after becoming MOS qualified. Item 47 indicated that BCT respondents tended to be somewhat less likely to want the same trainees with whom they had just completed training in their next unit than did the AIT respondents. Item 49 indicated that more BCT than AIT respondents tended to think that going through both BCT and AIT with the same group of trainees was desirable. Item 53 indicated that a greater percentage of the BCT respondents were in favor of transferring to another Army post for their last half of training.

AIT vs. OSUT Comparisons. The AIT and OSUT groups differed significantly on five of the items. Item 38 indicated that, although a majority of both groups preferred to save their leave until after they were MOS qualified, a slightly greater percentage of AIT than OSUT respondents preferred to save their leave. Item 48 indicated that, whereas a majority of both groups were favorably disposed towards transferring posts after training, the AIT respondents tended



to be somewhat more favorable disposed. Item 49 indicated that more OSUT than AIT respondents felt that it was important to stay with the same group of trainees until they were MOS qualified. Item 53 indicated that more AIT than OSUT respondents thought it desirable to transfer to another Army post for the last half of training. However, a majority of both groups felt that the matter was either of no importance or that it was undesirable to change posts.

Summary. Two observations can be made on the OSUT opinion items. One, that there was a general acceptance of many policies related to OSUT. A second observation is that the respondent's own training experience exerted a strong influence on his preferences. Respondents tended to express a preference for the manner in which they were trained. If this observation is valid, then the most relevant group for evaluating the acceptance of OSUT-type policies is the OSUT group itself. Of the three groups the OSUT group appeared to be most favorably disposed towards the OSUT policies.

#### CONCLUSIONS

↙ The attitudinal differences in the BCT and AIT groups may not have been a function of the effects of their respective training cycles and their time in service since the groups differed significantly on six of the eight background items. These conclusions must, therefore, be regarded as highly tentative. Taking this caveat into consideration the following conclusions were offered: (1) training was slightly more intense for the BCT respondents; (2) no major problems were apparent with respect to training intensity; (3) with regard to ancillary training factors, BCT respondents tended to perceive their cadre as more knowledgeable; (4) no major differences were found with respect to the morale of the two groups. BCT respondents tended to be more favorably predisposed towards reenlistment, although the absolute difference between the two groups was small. K

Fortunately, the AIT and OSUT groups were more comparable than the AIT and BCT groups, but here, too, the groups differed on four of the eight background variables. Accordingly, the following conclusions are tentatively offered: (1) training was somewhat more intense for OSUT respondents; (2) although training was more intense for the OSUT respondents, it was not overly intense for either group; (3) with respect to ancillary training factors, OSUT respondents perceived their company commander to be more empathetic; (4) morale differences



were negligible; (5) the OSUT and AIT respondents did not differ with respect to career or reenlistment intentions; (6) there was an acceptance of many policies related to OSUT. This acceptance was more pronounced with respect to the OSUT respondents themselves. The wholesale implementation of OSUT will be readily accepted by most trainees.

# APPENDIX A

## Summary of Background Items

Item 1: What is your marriage status?

	n	Single	Married	Separated	Divorced	Other
BCT	815	626(76.8)	150(18.4)	11(1.3)	13(1.5)	15(1.8)
AIT	573	408(71.2)	140(24.4)	2(0.3)	11(1.9)	12(2.0)
OSUT	474	355(74.8)	105(22.1)	3(0.6)	4(0.8)	7(1.4)

BCT vs AIT:  $\chi^2_{(4)} = 11.18$        $p < .025$

AIT vs OSUT:  $\chi^2_{(4)} = 4.14$        $p < .75$

Item 2: How old are you?

	n	17	18	19	20	21
BCT	813	158(19.4)	190(23.3)	180(22.1)	109(13.4)	176(21.6)
AIT	575	52(9.0)	131(22.7)	132(22.9)	88(15.3)	172(29.9)
OSUT	476	62(13.0)	134(28.1)	117(24.5)	49(10.2)	114(23.9)

BCT vs AIT:  $\chi^2_{(4)} = 34.21$        $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 15.49$        $p < .005$

Item 3: Have you had prior active duty military service?

	n	Yes	No
BCT	812	22(2.7)	783(96.4)
AIT	573	52(9.0)	518(90.4)
OSUT	474	17(3.5)	455(95.9)

BCT vs AIT:  $\chi^2_{(4)} = 26.76$        $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 12.73$        $p < .02$

Item 4: What is your military status?

	n	National Guard	Reserve	2 Yr Enlist	3 Yr Enlist	4 Yr Enlist
BCT	816	18( 2.2)	30(3.6)	8(.9)	555(68.0)	205(25.1)
AIT	574	45 (7.8)	10(1.7)	4(.6)	246(42.8)	269(46.8)
OSUT	475	89(18.7)	9(1.8)	1(.2)	181(38.1)	195(41.0)

BCT vs AIT:  $\chi^2_{(4)} = 112.01$   $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 28.91$   $P < .001$

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

	n	8 Yrs	9-11 Yrs	H.S. Grad	Some College	B.A.
BCT	817	11(1.3)	337(41.2)	303(37.0)	139(17.0)	27(3.3)
AIT	575	9(1.5)	154(26.7)	294(51.1)	102(17.7)	16(2.7)
OSUT	476	12(2.5)	153(32.1)	209(43.9)	99(20.7)	3(0.6)

BCT vs AIT:  $\chi^2_{(4)} = 36.05$   $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 14.54$   $p < .01$

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

	n	American Indian	Asian-Amer /Oriental	Black/ Negro	Spanish Decent	Other
BCT	810	105(12.9)	81(10.0)	158(19.5)	47(5.8)	419(51.7)
AIT	574	81(14.1)	59(10.2)	104(18.1)	44(7.6)	286(49.8)
OSUT	471	58(12.3)	51(10.8)	71(15.0)	28(5.9)	263(55.8)

BCT vs AIT:  $\chi^2_{(4)} = 2.71$   $p < .75$

AIT vs OSUT:  $\chi^2_{(4)} = 5.03$   $p < .50$

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 the job training or school education in the Army; E = ...for the G.I. Bill benefits.)

	n	A	B	C	D	E
BCT	812	48( 5.9)	96(11.8)	142(17.4)	521(64.1)	5(0.6)
AIT	567	61(10.7)	89(15.6)	124(21.8)	285(50.2)	8(1.4)
OSUT	474	39( 8.2)	92(19.4)	117(24.6)	218(45.9)	8(1.6)

BCT vs AIT:  $\chi^2_{(4)} = 30.25$        $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 5.76$        $p < .25$

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
BCT	816	162(12.8)	255(31.2)	211(25.8)	126(15.4)	62(7.5)
AIT	574	139(24.2)	167(29.0)	150(26.1)	68(11.8)	50(8.7)
OSUT	475	104(21.8)	128(26.9)	135(28.4)	63(13.2)	45(9.4)

BCT vs AIT:  $\chi^2_{(4)} = 7.13$        $p < .10$

AIT vs OSUT:  $\chi^2_{(4)} = 2.12$        $p < .75$

NOTE: The numbers in parenthesis are percentages.



## 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
BCT	815	224(27.4)	406(49.8)	132(16.1)	40(4.9)	13(1.5)
AIT	575	162(28.1)	259(45.0)	106(18.4)	27(4.6)	21(3.6)
OSUT	476	138(28.9)	207(43.4)	92(19.3)	30(6.3)	9(1.8)

BCT vs AIT:  $\chi^2_{(4)} = 8.51$        $p < .10$

AIT vs OSUT:  $\chi^2_{(4)} = 4.38$        $p < .50$

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

	n	Less than 30 Min	30 Min to 1 Hr	1 to 2 Hrs	2 to 3 Hrs	Over 3 Hrs
BCT	812	221(27.2)	233(28.6)	181(22.2)	130(16.0)	47( 5.7)
AIT	575	28( 4.8)	41( 7.1)	75(13.0)	112(19.4)	319(55.4)
OSUT	475	25( 5.2)	52(10.9)	67(14.1)	133(28.0)	198(41.6)

BCT vs AIT:  $\chi^2_{(4)} = 505.78$        $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 22.72$        $p < .001$

Item 25: Do you feel their 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
BCT	815	258(31.6)	382(46.8)	113(13.8)	39(4.7)	23(2.8)
AIT	572	181(31.6)	253(44.2)	92(16.0)	32(5.5)	14(2.4)
OSUT	472	109(23.0)	194(41.1)	102(21.6)	47(9.9)	20(4.2)

BCT vs AIT:  $\chi^2_{(4)} = 2.24$        $p < .75$

AIT vs OSUT:  $\chi^2_{(4)} = 20.70$        $p < .001$

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	A	B	C	D	E
BCT	807	363(44.9)	230(28.5)	97(12.0)	48(5.9)	69(8.5)
AIT	571	252(44.1)	184(32.2)	69(12.0)	28(4.9)	38(6.6)
OSUT	473	171(36.1)	156(32.9)	78(16.4)	33(6.9)	35(7.3)

BCT vs AIT:  $\chi^2_{(4)} = 3.81$        $p < .50$

AIT vs OSUT:  $\chi^2_{(4)} = 9.79$        $p < .05$

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
BCT	816	42(5.1)	194(23.7)	270(33.0)	261(31.9)	49( 6.0)
AIT	575	28(4.8)	87(15.1)	182(31.6)	201(34.9)	77(13.3)
OSUT	474	24(5.0)	32( 6.7)	107(22.5)	213(44.9)	98(20.6)

BCT vs AIT:  $\chi^2_{(4)} = 33.69$        $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 38.69$        $p < .001$

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
BCT	813	161(19.8)	307(37.7)	182(22.3)	70(8.6)	93(11.4)
AIT	575	121(21.0)	190(33.0)	128(22.2)	53(9.2)	83(14.4)
OSUT	475	68(14.3)	183(38.5)	111(23.3)	44(9.2)	69(14.5)

BCT vs AIT:  $\chi^2_{(4)} = 4.87$        $p < .50$

AIT vs OSUT:  $\chi^2_{(4)} = 8.88$        $p < .10$

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
BCT	813	302(37.1)	327(40.2)	118(14.5)	32(3.9)	34(4.1)
AIT	575	190(33.0)	242(42.0)	104(18.0)	17(2.9)	22(3.8)
OSUT	475	132(27.7)	192(40.4)	97(20.4)	30(6.3)	24(5.0)

BCT vs AIT:  $\chi^2_{(4)} = 5.59$        $p < .25$

AIT vs OSUT:  $\chi^2_{(4)} = 10.71$        $p < .05$

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

	A	B	C	D	E
BCT	815	65( 7.9)	198(24.2)	326(40.0)	202(24.7)
AIT	575	70(12.1)	186(32.3)	221(38.4)	88(15.3)
OSUT	475	46( 9.6)	129(27.1)	185(38.9)	102(21.4)

BCT vs AIT:  $\chi^2_{(4)} = 30.77$        $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 10.47$        $p < .05$

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
BCT	802	74(9.2)	134(16.7)	456(56.8)	117(14.5)	21(2.6)
AIT	571	36(6.3)	96(16.8)	332(58.1)	79(13.8)	28(4.9)
OSUT	474	35(7.3)	68(14.3)	277(58.4)	73(15.4)	21(4.4)

BCT vs AIT:  $\chi^2_{(4)} = 8.67$        $p < .10$

AIT vs OSUT:  $\chi^2_{(4)} = 2.01$        $p < .90$

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
BCT	---	---	---	---	---	---
AIT	570	51(8.9)	71(12.4)	301(52.8)	118(20.7)	29(5.0)
OSUT	473	32(6.7)	76(16.0)	225(47.5)	113(23.8)	27(5.7)

AIT vs OSUT:  $X = 6.72$   $p = .25$

Item 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).

	n	A	B	C	D	E
BCT	---	---	---	---	---	---
AIT	---	---	---	---	---	---
OSUT	471	62(13.1)	121(25.6)	197(41.8)	72(15.2)	19(4.0)

Item 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)

	n	A	B	C	D	E
BCT	---	---	---	---	---	---
AIT	---	---	---	---	---	---
OSUT	470	61(12.9)	116(24.6)	235(50.0)	47(10.0)	11(2.3)

NOTE: The numbers in parenthesis are percentages.



# 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
BCT	814	235(28.8)	322(39.5)	157(19.2)	66(8.1)	34(4.1)
AIT	574	183(31.8)	220(38.3)	104(18.1)	39(6.7)	28(4.8)
OSUT	476	172(36.1)	178(37.3)	64(13.4)	39(8.1)	23(4.8)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 2.53 \quad p < .75$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 5.69 \quad p < .25$$

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
BCT	815	255(31.2)	303(37.1)	162(19.8)	52(6.3)	43(5.2)
AIT	571	169(29.5)	228(39.9)	114(19.9)	35(6.1)	25(4.3)
OSUT	475	198(41.6)	177(37.2)	69(14.5)	15(3.1)	16(3.3)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 1.56 \quad p < .90$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 21.12 \quad p < .001$$

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
BCT	815	248(30.4)	314(38.5)	146(17.9)	84(10.3)	23(2.8)
AIT	575	142(24.6)	254(44.1)	104(18.0)	48(8.3)	27(4.6)
OSUT	476	141(29.6)	160(33.6)	103(21.6)	55(11.5)	17(3.5)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 11.24 \quad p < .05 \quad \chi^2_{(2)} = .01$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 14.91 \quad p < .005 \quad \chi^2_{(2)} = 3.72 \quad p < .25$$

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
BCT	314	204(25.0)	334(41.0)	185(22.7)	64(7.8)	27(3.3)
AIT	573	140(24.4)	215(37.5)	147(25.6)	45(7.6)	26(4.5)
OSUT	475	139(29.2)	185(38.9)	103(21.6)	37(7.7)	11(2.3)

BCT vs AIT:  $\chi^2_{(4)} = 3.62$   $p < .50$

AIT vs OSUT:  $\chi^2_{(4)} = 7.76$   $p < .25$

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
BCT	814	159(19.5)	364(44.7)	194(23.8)	65(7.9)	32(3.9)
AIT	575	138(24.0)	252(43.0)	122(21.2)	28(4.8)	35(6.0)
OSUT	476	135(28.3)	192(40.3)	106(22.2)	31(6.5)	12(2.5)

BCT vs AIT:  $\chi^2_{(4)} = 12.35$   $p < .02$   $\chi^2_{(2)} = 1.94$   $p < .50$

AIT vs Osut:  $\chi^2_{(4)} = 11.45$   $p < .05$   $\chi^2_{(2)} = 1.30$   $p < .75$

Item 27: Do you feel that the NCO's and the instructors in charge of your training know their staff? (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
BCT	813	297(36.5)	394(48.4)	84(10.3)	26(3.1)	12(1.4)
AIT	575	157(27.3)	290(50.4)	87(15.1)	31(5.3)	10(1.7)
OSUT	475	149(31.3)	239(50.3)	64(13.4)	17(3.5)	6(1.2)

BCT vs AIT:  $\chi^2_{(4)} = 19.42$   $p < .001$   $\chi^2_{(2)} = 12.05$   $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 4.23$   $p < .50$

NOTE: The numbers in parenthesis are percentages.

# 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
BCT	---	---	---	---	---	---
AIT	575	296(51.4)	188(32.6)	68(11.8)	14(2.4)	9(1.5)
OSUT	474	245(51.6)	146(30.8)	58(12.2)	10(2.1)	15(3.1)

AIT vs OSUT:  $\chi^2_{(4)} = 3.36$   $p < .75$

Item 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).

	n	A	B	C	D	E
BCT	814	82(10.0)	162(19.9)	306(37.5)	217(26.6)	47(5.7)
AIT	571	39( 6.8)	75(13.1)	206(36.0)	196(34.3)	55(9.6)
OSUT	472	31( 6.5)	62(13.1)	176(37.2)	164(34.7)	39(8.2)

BCT vs AIT:  $\chi^2_{(4)} = 26.63$   $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = .68$   $p < .975$

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

	n	Very High	High	Border-Line	Low	Very Low
BCT	815	249(30.5)	354(43.4)	150(18.4)	51(6.2)	11(1.3)
AIT	575	164(28.5)	281(48.8)	104(18.0)	7(1.2)	19(3.3)
OSUT	476	143(30.0)	216(45.3)	89(18.6)	22(4.6)	6(1.2)

BCT vs AIT:  $\chi^2_{(4)} = 29.16$   $p < .001$   $\chi^2_{(2)} = 5.61$   $p < .10$

AIT vs OSUT:  $\chi^2_{(4)} = 16.44$   $p < .005$   $\chi^2_{(2)} = 1.12$   $p < .50$

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

	n	Very High	High	Border-Line	Low	Very Low
BCT	811	240(29.5)	349(43.0)	162(19.9)	44(5.4)	16(1.9)
AIT	574	112(19.5)	298(51.9)	130(22.6)	21(3.6)	13(2.2)
OSUT	476	108(22.6)	223(46.8)	104(21.8)	32(6.7)	9(1.8)

BCT vs AIT:  $\chi^2_{(4)} = 22.63$   $p < .001$   $\chi^2_{(2)} = 2.28$   $p < .50$

AIT vs OSUT:  $\chi^2_{(4)} = 7.69$   $p < .25$

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
BCT	816	223(27.3)	294(36.0)	178(21.8)	98(12.0)	23(2.8)
AIT	575	163(28.3)	222(38.6)	132(22.9)	43(7.4)	15(2.6)
OSUT	476	118(24.7)	195(40.9)	101(21.2)	56(11.7)	6(1.2)

BCT vs AIT:  $\chi^2_{(4)} = 7.82$   $p < .10$

AIT vs OSUT:  $\chi^2_{(4)} = 9.40$   $p < .10$

Item 18: During training my morale has usually been:

	n	Very High	High	Border-Line	Low	Very Low
BCT	813	127(15.6)	359(44.1)	229(28.1)	77(9.4)	21(2.5)
AIT	573	91(15.5)	253(44.1)	160(27.9)	45(7.8)	24(4.1)
OSUT	476	73(15.3)	225(47.2)	136(28.5)	29(6.0)	13(2.7)

BCT vs AIT:  $\chi^2_{(4)} = 3.69$   $p < .50$

AIT vs OSUT:  $\chi^2_{(4)} = 3.35$   $p < .75$



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
BCT	814	142(17.4)	242(29.7)	270(33.1)	119(14.6)	41(5.0)
AIT	574	85(14.8)	184(32.0)	163(28.3)	94(16.3)	48(8.3)
OSUT	476	82(17.2)	159(33.4)	136(28.5)	86(18.0)	13(2.7)

BCT vs AIT:  $\chi^2_{(4)} = 10.96$        $p < .03$        $\chi^2_{(4)} = 6.46$        $p < .05$

AIT vs OSUT:  $\chi^2_{(4)} = 15.74$        $p < .005$        $\chi^2_{(4)} = 2.52$        $p < .50$

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
BCT	814	648(79.6)	107(13.1)	39(4.7)	14(1.7)	6(.7)
AIT	575	442(76.8)	89(15.4)	20(3.4)	8(1.3)	16(2.7)
OSUT	476	376(78.9)	69(14.4)	20(4.2)	5(1.0)	6(1.2)

BCT vs AIT:  $\chi^2_{(4)} = 12.12$        $p < .02$        $\chi^2_{(3)} = 6.12$        $p < .25$

AIT vs OSUT:  $\chi^2_{(4)} = 3.80$        $p < .50$        $\chi^2_{(3)} = 3.39$        $p < .50$

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

	n	Very High	High	Border-Line	Low	Very Low
BCT	815	138(16.9)	424(52.0)	185(22.6)	47(5.7)	21(2.5)
AIT	574	72(12.5)	294(51.2)	153(26.6)	41(7.1)	14(2.4)
OSUT	476	88(18.4)	252(52.9)	101(21.2)	27(5.6)	8(1.6)

BCT vs AIT:  $\chi^2_{(4)} = 7.52$        $p < .25$

AIT vs OSUT:  $\chi^2_{(4)} = 10.94$        $p < .05$

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
BCT	817	348(42.5)	321(39.2)	113(13.8)	22(2.6)	13(1.5)
AIT	575	256(44.5)	205(35.6)	87(15.1)	15(2.6)	12(2.0)
OSUT	476	216(45.3)	189(39.7)	58(12.1)	11(2.3)	2(.4)

BCT vs AIT:  $\chi^2_{(4)} = 2.34$        $p < .75$

AIT vs OSUT:  $\chi^2_{(4)} = 8.35$        $p < .10$

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
BCT	813	121(14.8)	255(31.3)	279(34.3)	102(12.5)	56(6.8)
AIT	574	82(14.2)	191(33.2)	194(33.7)	68(11.8)	39(6.7)
OSUT	474	72(15.1)	153(32.2)	172(36.2)	57(12.0)	20(4.2)

BCT vs AIT:  $\chi^2_{(4)} = .63$        $p < .975$

AIT vs OSUT:  $\chi^2_{(4)} = 3.75$        $p < .50$

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
BCT	---	---	---	---	---	---
AIT	571	99(17.3)	211(36.9)	182(31.8)	46(8.0)	33(5.7)
OSUT	472	98(20.7)	190(40.2)	132(27.9)	35(7.4)	17(3.6)

AIT vs OSUT:  $\chi^2_{(4)} = 6.34$        $p < .25$

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
BCT	812	191(23.5)	245(30.1)	220(27.0)	123(15.1)	33(4.0)
AIT	574	98(17.0)	152(26.4)	167(29.0)	113(19.6)	44(7.6)
OSUT	474	82(17.2)	140(29.5)	140(29.5)	87(18.3)	25(5.2)

BCT vs AIT:  $\chi^2_{(4)} = 20.71$        $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 3.39$        $p < .75$

Item 43: The Army has treated me:

	n	Very Fairly	Fairly	Border- line	Unfairly	Very Unfairly
BCT	813	150(18.4)	361(44.4)	217(26.6)	63(7.7)	22(2.7)
AIT	573	96(16.7)	253(44.1)	156(22.2)	46(8.0)	22(3.8)
OSUT	474	92(19.4)	224(47.2)	114(24.0)	33(6.9)	11(2.3)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 1.98 \quad p < .75$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 4.87 \quad p < .50$$

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
BCT	813	84(10.3)	507(62.3)	180(22.1)	32(3.9)	10(1.2)
AIT	571	65(11.3)	330(57.7)	131(22.9)	36(6.3)	9(1.5)
OSUT	474	49(10.3)	293(61.8)	100(21.0)	24(5.0)	8(1.6)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 5.72 \quad p < .25$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 2.08 \quad p < .75$$

NOTE: The numbers in parenthesis are percentages.

# 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
BCT	816	155(18.9)	234(28.6)	225(27.5)	113(13.8)	89(10.9)
AIT	573	111(19.3)	152(26.5)	136(23.7)	80(13.9)	94(16.4)
OSUT	475	90(18.9)	142(29.8)	119(25.0)	83(17.4)	41( 8.6)

BCT vs AIT:  $\chi^2_{(4)} = 10.22$        $p < .05$        $\chi^2_{(2)} = 6.05$        $p < .05$

AIT vs OSUT:  $\chi^2_{(4)} = 15.50$        $p < .005$        $\chi^2_{(2)} = 2.32$        $p < .50$

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
BCT	810	140(17.2)	210(25.9)	243(30.0)	102(12.5)	115(14.1)
AIT	573	116(20.2)	142(24.7)	136(23.7)	63(23.7)	116(20.2)
OSUT	476	94(19.7)	105(22.0)	134(28.1)	74(15.5)	69(14.4)

BCT vs AIT:  $\chi^2_{(4)} = 14.63$        $p < .01$        $\chi^2_{(4)} = 7.38$        $p < .05$

AIT vs OSUT:  $\chi^2_{(4)} = 11.82$        $p < .02$        $\chi^2_{(4)} = 2.71$        $p < .50$

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 reenlist).

	n	A	B	C	D	E
BCT	812	149(18.3)	276(33.9)	183(22.5)	127(15.6)	77( 9.4)
AIT	572	76(13.2)	161(28.1)	137(23.9)	108(18.8)	90(15.7)
OSUT	475	76(16.0)	143(30.1)	125(26.3)	94(19.7)	37( 7.7)

BCT vs AIT:  $\chi^2_{(4)} = 22.16$        $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 15.85$        $p < .005$

NOTE: The numbers in parenthesis are percentages.



# 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
BCT	---	---	---	---	---	---
AIT	564	101(17.9)	62(10.9)	86(15.2)	201(35.6)	114(20.2)
OSUT	474	58(12.2)	27( 5.6)	79(16.6)	277(58.4)	33( 6.9)

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 75.17 \quad p < .001$$

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
BCT	811	428(52.7)	346(42.6)
AIT	573	139(24.2)	410(71.5)
OSUT	476	144(30.2)	320(67.2)

$$\text{BCT vs AIT: } \chi^2_{(1)} = 117.87 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(1)} = 4.08 \quad p < .05$$

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
BCT	806	80( 9.9)	106(13.1)	299(37.0)	199(24.6)	122(15.1)
AIT	574	58(10.1)	66(11.4)	223(38.8)	135(23.5)	92(16.0)
OSUT	474	45( 9.4)	63(13.2)	194(40.9)	114(24.0)	58(12.2)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 1.38 \quad p < .90$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 3.70 \quad p < .50$$

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
BCT	803	189(23.5)	177(22.0)	213(26.5)	116(14.4)	108(13.4)
AIT	567	119(20.9)	157(27.6)	168(29.6)	61(10.7)	62(10.9)
OSUT	471	117(24.8)	128(27.1)	122(25.9)	53(11.2)	51(10.8)

BCT vs AIT:  $\chi^2_{(4)} = 11.65$        $p < .025$        $\chi^2_{(2)} = 6.88$        $p < .05$

AIT vs OSUT:  $\chi^2_{(4)} = 3.04$        $p < .75$

Item 48: How do you feel about being transferred to a new post after OSUT/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
BCT	801	430(53.6)	173(21.5)	145(18.1)	36(4.4)	17(2.1)
AIT	567	314(55.3)	108(19.0)	107(18.8)	22(3.8)	16(2.8)
OSUT	471	213(45.2)	115(24.4)	103(21.8)	25(5.3)	15(3.1)

BCT vs AIT:  $\chi^2_{(4)} = 2.30$        $p < .75$

AIT vs OSUT:  $\chi^2_{(4)} = 11.09$        $p < .05$

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
BCT	501	117(23.3)	160(31.9)	148(29.5)	51(10.1)	25(4.9)
AIT	549	90(16.3)	169(30.7)	206(37.5)	56(10.2)	28(5.1)
OSUT	469	155(33.0)	173(36.8)	98(20.8)	31(6.6)	12(2.5)

BCT vs AIT:  $\chi^2_{(4)} = 11.50$        $p < .05$

AIT vs OSUT:  $\chi^2_{(4)} = 63.35$        $p < .001$

Item 52: The length of OSUT should be about:

	n	18 Weeks	16 Weeks	14 Weeks	12 Weeks	10 Weeks
BCT	---	---	---	---	---	---
AIT	---	---	---	---	---	---
OSUT	472	33(6.9)	101(21.3)	117(24.7)	164(34.7)	57(12.0)

Item 53: Transferring to another Army post for the last half of training I received is: (A = Extremely desirable; B = Desirable; C = of no importance; D = Undesirable; E = Extremely undesirable).

	n	A	B	C	D	E
BCT	799	186(23.2)	267(33.4)	194(24.2)	95(11.8)	57( 7.1)
AIT	553	69(12.4)	126(22.7)	227(41.0)	82(14.8)	49( 8.8)
OSUT	464	35( 7.5)	56(12.0)	145(31.2)	125(26.9)	103(22.1)

BCT vs AIT:  $\chi^2_{(4)} = 65.83$   $p < .001$

AIT vs OSUT:  $\chi^2_{(4)} = 77.03$   $p < .001$

Item 54: Keeping the same cadre for all of OSUT is: (A = Extremely desirable; B = Desirable; C = Of no importance; D = Undesirable; E = Extremely undesirable).

	n	A	B	C	D	E
BCT	---	---	---	---	---	---
AIT	---	---	---	---	---	---
OSUT	465	170(36.5)	154(33.1)	86(18.4)	32(6.8)	23(4.9)

NOTE: The numbers in parenthesis are percentages.

## 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

G-1



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  
MASSTER  
ATTN: ATMAS-OP-Q  
Fort Hood, TX 76544  
AUTOVON: 737-1303

Captain Michael Clayton  
MASSTER  
ATTN: ATMAS-OP-Q  
Fort Hood, TX 76544  
AUTOVON: 737-1303

Dr. Douglas Griffith  
MASSTER  
ATTN: ARI Field Unit  
Fort Hood, TX 76544  
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	<input checked="" type="radio"/>	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

(a)

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:

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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.

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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  
MASSTER  
ATTN: ATMAS-OP-Q  
Fort Hood, TX 76544  
AUTOVON: 737-1303

Captain Michael Clayton  
MASSTER  
ATTN: ATMAS-OP-Q  
Fort Hood, TX 76544  
AUTOVON: 737-1303

Dr. Douglas Griffith  
MASSTER  
ATTN: ARI Field Unit  
Fort Hood, TX 76544  
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	<input checked="" type="radio"/> 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 week-ends, 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