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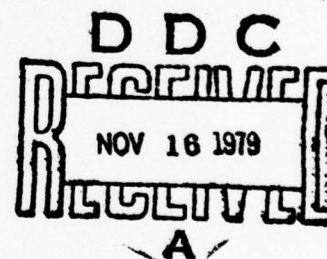
Research Problem Review 77-5



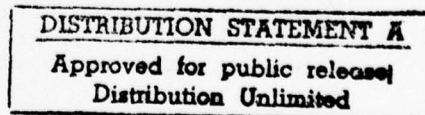
**FORT LEONARD WOOD ONE STATION UNIT TRAINING
(OSUT) ATTITUDINAL SURVEY**

Douglas Griffith

ARI FORT HOOD FIELD UNIT



U. S. Army



Research Institute for the Behavioral and Social Sciences

September 1977

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Human Performance
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ARI-RES PROBLEM-REV-77-5

Research Problem Review 77-5

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FORT LEONARD WOOD ONE STATION UNIT TRAINING
(OSUT) ATTITUDINAL SURVEY

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Research Problem Reviews are special reports to military management. They are usually prepared to meet requests for research results bearing on specific management problems. Distribution is limited primarily to the operating agencies directly involved.

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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 12B (Combat Engineer) at Fort Leonard Wood, MO. The other programs are:

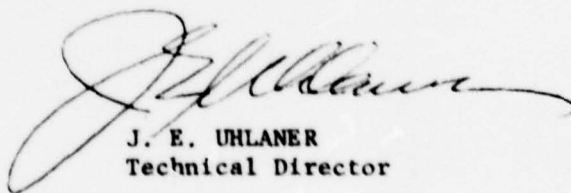
MOS 11D (Armor Reconnaissance Specialist) and 11E (Armor Crewman) at Fort Knox, KY, presented in ARI Research Problem Review 77-4.

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

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

MOS 36C (Telephone Lineman) at Fort Gordon, GA, in ARI 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

FORT LEONARD WOOD ONE STATION UNIT TRAINING
(OSUT) ATTITUDINAL SURVEY

BRIEF

Requirement:

In the fall of 1975, the U.S. Army Training and Doctrine Command (TRADOC) directed an evaluation of an experimental 12- to 15-week One Station Unit Training (OSUT) program as replacement for the current two-phase Basic Combat Training/Advanced Individual Training cycle. As a 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 13-week Combat Engineer (MOS 12B) course at Fort Leonard Wood who had completed OSUT or the combined BCT/AIT training 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. 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 their operational significance.

Findings:

The AIT and OSUT groups were comparable with respect to background factors.

No overall difference in opinion of training intensity appeared. Policies related to the OSUT concept were favorably perceived by both OSUT and AIT trainees.

On the whole, there was no major difference in the perception of cadre by the two groups.

Morale of the two groups appeared to be comparable and satisfactory.

The OSUT trainees tended to be somewhat more serious than the AIT trainees about making the Army a career.

Utilization of Findings:

These findings impact on the implementation of OSUT for the 12B Combat Engineer MOS, and were incorporated in the Fort Leonard Wood report of the 12B MOS OSUT evaluation and in the TRADOC report of the overall OSUT evaluation RGS ATTNG (OT) 36.

FORT LEONARD WOOD ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

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FORT LEONARD WOOD ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

INTRODUCTION

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

In the fall of 1975, TRADOC directed that a test be conducted to determine the viability of a 12/15 week OSUT concept. Six military occupational specialties (MOS's) were identified for testing: MOS's 11D and 11E at Fort Knox, Kentucky; MOS 12B at Fort Leonard Wood, Missouri; MOS 13B at Fort Sill, Oklahoma; MOS 16P at Fort Bliss, Texas; and MOS 36C at Fort Gordon, Georgia. In each case a special OSUT program was designed to produce an initial entry soldier capable of performing a minimal set of critical tasks that were provided by TRADOC.

PURPOSE

The TRADOC test plan included a requirement for an attitude survey by the Army Research Institute (ARI). The purpose of this survey was to assess trainee attitudes toward OSUT, and to compare the attitudes of trainees graduating from the current 16 week BCT/AIT program with the attitudes of trainees graduating from the 13 week OSUT test program. This report deals with the results of the ARI attitude survey conducted with the MOS 12B (Combat Engineer) trainees at Fort Leonard Wood.

PROCEDURES

Independent groups of trainees at Fort Leonard Wood who had completed AIT (N = 600) or OSUT (N = 792) 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.

Within each category the items were analyzed individually. The AIT group was regarded as the standard control group against which the innovative OSUT program was compared. Chi-square tests were employed to determine whether the differences in the distribution of the responses for the two groups was statistically significant ($\alpha = .05$). Whenever statistically significant differences were obtained a subjective assessment was made concerning the operational significance of the differences.

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

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

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

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

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

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

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

RESULTS

GENERAL

Statistical significance did not always indicate practical or operational significance. There were instances where, although the

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

BACKGROUND ITEMS

Eight items were assigned to this category (see Appendix A). They deal with marital status, age, prior service, enlistment status, prior education, ethnic group membership, reason for enlistment, and pre-enlistment reenlistment attitudes. The control and OSUT groups significantly differed only with respect to Item 3; apparently more control than OSUT respondents had had prior military service. With a large sample size a difference of 4 percent proved to be of statistical significance here. It is not clear how this difference might bias the other comparisons of the OSUT and BCT/AIT groups. The reader might

also have noted the relatively large number of respondents in both groups professing to be American-Indians or Asian-Americans. It is speculated that this result can be attributed to the absence of an explicit Caucasian category.

TRAINING INTENSITY ITEMS

Of the twelve questions included in this category (see Appendix B) eight revealed significant differences in the pattern of responding. The questions in which the differences in the pattern of responding were significant will be addressed individually.

The analysis of Item 24 indicated that the controls had significantly more free time in the evening than did the OSUT respondents. A majority of the OSUT respondents, however, did state that they averaged two or more free hours per evening. Apparently, although the shortened cycle did result in a decrease in free time, the typical OSUT respondent still had a reasonable amount of free time.

The analysis of Item 26 indicated that the OSUT trainee spent significantly more time catching up on training. Still, 38.5 percent of the OSUT respondents stated that they spent less than three hours a week catching up on training and 74.5 percent stated that they spent less than eight hours a week catching up on training.

Item 32 indicated that OSUT respondents were counseled more often and received more informal instructions than did the control respondents.

The findings for this item seem to be consistent with the pattern of responding found for Item 26.

Item 33 indicated that the OSUT respondents received more "one-on-one" counseling than did the control respondents. Again, the findings for this item corroborate the findings for Items 26 and 33. It is interesting to note, however, that the additional training demands apparently imposed on the OSUT cadre did not preclude one-on-one counseling.

Not all of the significant items indicated that training was more intense for the OSUT respondents. Item 25 indicated that significantly more OSUT than control respondents felt there was enough time to complete the training in the scheduled periods. This finding maintained even when the first two and last two response categories were collapsed. Moreover, Item 31 indicated that more OSUT respondents were getting eight or more hours sleep than control respondents. In addition, Item 50 indicated that more control than OSUT respondents thought that unnecessary repetition was provided in the training. Almost 50 percent of the OSUT trainees (49.3 percent) thought that the right amount of repetition was involved. Only 8.5 percent of the OSUT respondents felt that there was not enough repetition for good training.

The remaining training intensity items revealed essentially no differences between the OSUT and the control trainees. Although Item 8, regarding how challenging the training was, revealed a

significant $\chi^2(4)$, when the first two and the last two response categories were collapsed the $\chi^2(2)$ value became non-significant. In Item 51 it is interesting to note that 57.2 percent of the OSUT respondents and 50 percent of the control respondents felt that the pace of training was just about right.

To summarize, four of the seven significant items indicated that the shortened training cycle resulted in more intense training; three items indicated control training was more intense for OSUT respondents, the intensity did not appear to create serious problems. Moreover, a majority (57.2 percent) of the OSUT respondents appeared to be satisfied with the pace of the training. In any case, it will become apparent later in this appendix that the shortened training cycle did not have substantial deleterious effects on the morale of the OSUT respondents

ANCILLARY TRAINING ITEMS

The items bearing on the ancillary training factor are listed in Appendix C. Of the six items only one, Item 11, revealed a statistically significant difference in the pattern of responding between the OSUT and control respondents. Apparently more OSUT respondents felt that their commanding officers would be very helpful if they had a personal problem. Whether this item reflects a true difference in the sensitivity of the company commanders to the OSUT program cannot be determined. In any case, the absolute differences between the two groups were not overwhelming.

The remaining items indicate that the attitudes of the OSUT and the control respondents towards their cadre with respect to their cadres' expertise and understanding are ostensibly equivalent.

MORALE ITEMS

Fifteen items were regarded as being of particular relevance to the issue of morale. These items are summarized in Appendix D. Of these fifteen items only three revealed statistically significant differences in the pattern of responding. Item 19 indicated that significantly more OSUT graduates had formulated a more favorable opinion towards the Army since coming on active duty. Item 41 indicated that more OSUT respondents, felt they were better off in the Army than did the control respondents.

Item 29 provides a problem. Control respondents expressed a higher level of company morale than did OSUT respondents. This finding is not consistent with Item 18, the item pertaining to the individual's morale, which indicated that there were no statistically significant differences between the two groups. We are inclined to give more credence to the respondents' statements about their own morale than to their statements about their company's morale; still it is disturbing that the two findings don't agree. Item 21 provided another difficulty. Although statistically significant when 5 response alternatives were considered, when reduced to three (plus, =, minus), the differences were not significant.

All in all, it would appear that there was no major morale difference between the two groups. On eleven of the fifteen morale items the patterns of responding were ostensibly equivalent for the OSUT and the control groups. Of the three significant items, two indicated better morale for the OSUT group, whereas one item indicated a significant difference in favor of the control group. It certainly should be noted that the morale for both groups appeared to be fairly high.

REENLISTMENT ITEMS

Closely related to the matter of a trainee's morale are his sentiments regarding reenlistment. This issue was considered important enough, however, to warrant consideration by itself. Three items (see Appendix E) were related to the topic of reenlistment. Of these three items, two revealed statistically significant differences in the pattern of responding. Item 13 indicated that significantly more OSUT than control trainees were considering making the Army a career. Moreover, Item 36 indicated that significantly more OSUT than control respondents stated that it is likely or very likely that they will reenlist when the opportunity arises. Perhaps when the reenlistment items are considered in conjunction with the morale items there is some further indication of better morale on the part of the OSUT respondents. It should also be

realized, however, that with a sample size this large statistical significance can be achieved even when the absolute differences are small.

OSUT OPINION ITEMS

A final category of items was termed the OSUT opinion items since these items reflected the trainees' attitudes on matters directly related to the OSUT concept (e.g., length of training, whether training should be done at the same or different posts, or with the same or different cadre, etc.). The nine items and their summaries are presented in Appendix F. Two basic trends emerge from a perusal of these data. One trend is an overall tendency on the part of both OSUT and control trainees to favor OSUT type ideas. A second trend which emerges is a basic conservatism, wherein trainees tended to state a preference for the manner in which they had been trained. The result is that control respondents expressed less of a preference for OSUT type concepts than did the OSUT respondents. Of the nine items, six revealed statistically significant differences in the patterns of responding between the OSUT and the control respondents.

The modal response (63.6 percent for OSUT and 32.6 percent for control) for both the OSUT and control groups for Item 37 was a stated preference for training lasting 12 weeks at the same post in the same company. A statistical difference between the two groups

was obtained, however, because a much greater percentage of OSUT than control respondents expressed this preference.

Item 49 indicated that a majority of both the OSUT and the control groups favored remaining with the same group throughout training. However, a significantly greater number of OSUT than control respondents held this opinion.

Item 52 indicated that a majority of both groups favored a complete training cycle of less than 16 weeks. However, significantly more OSUT respondents favored the shorter training cycles.

Item 54 indicated that, whereas 44.1 percent of control respondents think it desirable to keep the same cadre throughout both basic and AIT, 69.1 percent of the OSUT respondents favor keeping the same cadre.

Perhaps item 53 best reflects the tendency of respondents to express a preference for the manner in which they were trained. Here more control than OSUT respondents expressed a preference for transferring to a other post for AIT. However, 39.1 percent of the OSUT respondents and 28.5 percent of the control respondents stated that the transfer issue was of no importance to them.

Item 38 is somewhat anomalous in that more control than OSUT respondents expressed a preference for saving their leave until they were MOS qualified. Presumably only control respondents, and it has not been ascertained what percentage, had the opportunity to take

leave prior to being MOS qualified. Perhaps those who took leave wish they had saved it. In any case, a majority of both groups expressed a preference for saving their leave until they were MOS qualified.

Item 48 concerning the desirability of changing posts provides a difficulty. Although the χ^2 for 5 response alternatives is significant, when the first two and last two categories are collapsed the χ^2 becomes nonsignificant for the resultant three response alternatives. Thus, the major difference was not in the proportions of plus's and minus's, but in how extreme the plus or minus view was held.

The interpretation of many of these OSUT opinion items is rendered difficult by the fact that the respondents' experience was limited to their own training situation. It is difficult to understand how OSUT respondents would have had an understanding of the distinction between basic and AIT. Nevertheless, these items were included because of their direct pertinence to the OSUT concept. It does appear, however, that certain policies related to the OSUT concept were approved of by both OSUT and control respondents.

CONCLUSIONS

There were no overwhelming differences favoring either the OSUT or the control conditions. The following conclusions are offered for each of the item categories:

1. With respect to background factors, the OSUT and control groups are ostensibly equivalent.

2. No consistent trends emerged with respect to training intensity. Training does not appear to be overly intense for the OSUT respondents.

3. The perceptions of their respective training cadres of the OSUT and control groups are similar.

4. The morale of both the OSUT and control groups is comparable. Moreover, the morale of both groups appears to be satisfactory.

5. More OSUT than control respondents state serious career intentions.

6. Certain policies related to the OSUT concept appear to be favorably received by both OSUT and control respondents.

APPENDIXES

APPENDIX A

Summary of Background Items

Item 1: What is your marriage status?

	n	Single	Married	Separated	Divorced	Other
OSUT	716	82.9%	14.1%	0.5%	1.2%	1.1%
CONTROL	512	82.8%	14.6%	0.7%	0.7%	0.9%

$$\chi^2_{(4)} = 0.28 \quad p < .99$$

Item 2: How old are you?

	n	17	18	19	20	≥ 21
OSUT	716	21.0%	25.5%	22.2%	12.7%	18.4%
CONTROL	513	16.9%	27.8%	23.9%	11.6%	19.4%

$$\chi^2_{(4)} = 4.07 \quad p < .40$$

Item 3: Have you prior active duty military service?

	n	Yes	No
OSUT	717	4.8%	94.5%
CONTROL	511	8.8%	90.8%

$$\chi^2_{(1)} = 7.51 \quad p < .01$$

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

Item 4: What is your military status?

	n	Nat'l Guard	Reserve	2 Yr Enlist	3 Yr Enlist	≥ 4 Yr Enlist
OSUT	714	15.5%	4.6%	0.4%	75.4%	3.9%
CONTROL	513	18.5%	6.8%	0.3%	69.2%	5.0%

$$\chi^2_{(4)} = 6.70 \quad p < .17$$

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

	n	≥ 8 Yrs	9-11 Yrs	H. S. Grad	Some Coll.	B.A.
OSUT	716	2.0%	54.3%	34.0%	8.7%	0.6%
CONTROL	514	3.1%	48.2%	38.5%	9.7%	0.3%

$$\chi^2_{(4)} = 5.79 \quad p < .22$$

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

	n	Amer-Indian	Asian-Amer/Oriental	Black/Negro	Spanish Descent	Other
OSUT	713	18.2%	16.4%	15.5%	6.1%	43.6%
CONTROL	510	15.8%	15.0%	19.6%	8.0%	41.3%

$$\chi^2_{(4)} = 5.93 \quad p < .20$$

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

	n	A	B	C	D	E
OSUT	716	10.6%	12.7%	9.9%	59.6%	7.1%
CONTROL	511	8.0%	14.0%	9.7%	56.7%	11.3%

$$\chi^2_{(4)} = 8.96 \quad p < .07$$

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

	n	A	B	C	D	E
OSUT	718	24.0%	33.9%	25.7%	11.2%	4.8%
CONTROL	513	20.6%	30.6%	28.0%	12.2%	8.3%

$$\chi^2_{(4)} = 9.26 \quad p < .06$$

APPENDIX B

Summary of Training Intensity Items

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

	n	A	B	C	D	E
OSUT	717	35.0%	42.6%	16.7%	3.7%	1.8%
CONTROL	511	28.4%	46.7%	15.2%	6.6%	2.9%

$$\chi^2_{(4)} = 12.10 \quad p < .02$$

$$\chi^2_{(2)} = 3.09 \quad p < .25$$

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

	n	Less than 30 Min	30 Min to 1 Hr	1 to 2 Hrs	2 to 3 Hrs	Over 3 Hrs
OSUT	710	6.3%	18.0%	33.0%	33.8%	8.7%
CONTROL	511	4.8%	10.5%	23.6%	44.8%	16.0%

$$\chi^2_{(4)} = 44.08 \quad p < .001$$

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

	n	A	B	C	D	E
OSUT	712	30.7%	49.8%	13.0%	4.3%	1.9%
CONTROL	512	30.2%	43.3%	16.6%	6.6%	3.1%

$$\chi^2_{(4)} = 9.82 \quad p < .05$$

$$\chi^2_{(2)} = 8.99 \quad p < .02$$

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

	n	Less than 3 Hrs	3-8 Hrs	9-14 Hrs	15-20 Hrs	Over 20 Hrs
OSUT	711	38.5%	36.0%	13.6%	5.6%	8.50%
CONTROL	501	49.5%	34.7%	8.7%	3.3%	.99%

$$\chi^2_{(4)} = 21.29 \quad p < .001$$

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

	n	4 Hrs Or Less	5 Hrs	6 Hrs	7 Hrs	8 or More Hrs
OSUT	717	2.2%	6.2%	15.4%	51.6%	24.4%
CONTROL	514	1.7%	6.2%	21.9%	57.5%	12.4%

$$\chi^2_{(4)} = 31.32 \quad p < .001$$

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
OSUT	715	20.6%	37.3%	21.1%	6.9%	13.8%
CONTROL	511	39.9%	34.8%	14.6%	6.5%	6.0%

$$\chi^2_{(4)} = 65.70 \quad p < .001$$

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

	n	None	Less than 3 Times	3-5 Times	6-8 Times	Over 8 Times
OSUT	717	17.4%	46.3%	27.0%	5.0%	4.1%
CONTROL	511	28.5%	39.1%	24.8%	5.0%	2.3%

$$\chi^2_{(4)} = 23.80 \quad p < .001$$

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

	n	A	B	C	D	E
OSUT	717	20.3%	37.7%	27.7%	9.7%	4.3%
CONTROL	513	17.7%	38.0%	26.5%	12.8%	4.8%

$$\chi^2_{(4)} = 1.67 \quad p < .90$$

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

	n	A	B	C	D	E
OSUT	713	10.0%	22.0%	52.8%	12.0%	2.9%
CONTROL	512	12.6%	18.1%	51.1%	13.6%	4.2%

$$\chi^2_{(4)} = 6.29 \quad p < .25$$

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

	n	A	B	C	D	E
OSUT	714	10.6%	18.2%	46.2%	17.7%	7.1%
CONTROL	511	12.9%	15.6%	47.7%	17.2%	6.4%

$$\chi^2_{(4)} = 2.86 \quad p < .75$$

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
OSUT	707	15.9%	26.0%	49.3%	6.7%	1.8%
CONTROL	508	16.1%	29.9%	40.5%	10.6%	2.7%

$$\chi^2_{(4)} = 12.97 \quad p < .02$$

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

	n	A	B	C	D	E
OSUT	707	11.5%	19.5%	57.2%	8.6%	2.9%
CONTROL	510	11.7%	23.5%	50.0%	10.9%	3.7%

$$\chi^2_{(4)} = 7.37 \quad p < .25$$

APPENDIX C

Summary of Ancillary Training Items

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

	n	A	B	C	D	E
OSUT	717	35.5%	39.8%	15.8%	5.9%	7.6%
CONTROL	514	33.2%	39.6%	17.1%	7.5%	2.3%

$$\chi^2_{(4)} = 1.99 \quad p < .75$$

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

	n	A	B	C	D	E
OSUT	718	55.7%	31.1%	8.0%	2.7%	2.2%
CONTROL	509	44.0%	33.2%	13.7%	5.8%	3.1%

$$\chi^2_{(4)} = 25.67 \quad p < .001$$

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
OSUT	708	40.5%	31.4%	15.9%	8.4%	3.5%
CONTROL	513	35.6%	37.4%	15.5%	8.1%	3.1%

$$\chi^2_{(4)} = 5.11 \quad P < .50$$

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

	n	A	B	C	D	E
OSUT	713	41.9%	38.8%	15.4%	2.1%	1.6%
CONTROL	513	38.5%	37.4%	17.1%	4.6%	2.1%

$$\chi^2_{(4)} = 8.08 \quad p < .10$$

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

	n	A	B	C	D	E
OSUT	714	28.0%	38.6%	22.4%	6.4%	4.4%
CONTROL	515	27.7%	39.8%	22.7%	6.2%	3.4%

$$\chi^2_{(4)} = .86 \quad p < .95$$

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

	n	A	B	C	D	E
OSUT	718	34.6%	48.0%	12.3%	4.3%	.5%
CONTROL	514	35.2%	48.4%	10.3%	5.2%	.7%

$$\chi^2_{(4)} = 1.95 \quad p < .75$$

APPENDIX D

Summary of Morale Items

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

	n	A	B	C	D	E
OSUT	715	43.0%	32.3%	12.8%	4.0%	2.6%
CONTROL	512	40.8%	38.8%	14.4%	3.7%	2.1%

$$\chi^2_{(4)} = 1.50 \quad p < .25$$

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

	n	A	B	C	D	E
OSUT	710	9.4%	17.3%	40.1%	26.1%	6.9%
CONTROL	511	13.4%	16.4%	40.0%	23.2%	6.8%

$$\chi^2_{(4)} = 5.17 \quad p < .50$$

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

	n	A	B	C	D	E
OSUT	712	37.5%	41.7%	15.8%	2.9%	1.9%
CONTROL	513	40.7%	39.7%	15.3%	2.9%	1.1%

$$\chi^2_{(4)} = 2.28 \quad p < .50$$

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

	n	Very High	High	Border-line	Low	Very Low
OSUT	712	34.1%	36.5%	20.0%	6.1%	3.0%
CONTROL	511	34.8%	40.9%	17.1%	5.0%	1.9%

$$\chi^2_{(4)} = 4.90 \quad p < .50$$

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

	n	A	B	C	D	E
OSUT	714	29.9%	38.7%	18.7%	10.0%	2.3%
CONTROL	513	33.2%	42.7%	15.5%	6.9%	1.5%

$$\chi^2_{(4)} = 7.98 \quad p < .10$$

Item 18: During training my morale has usually been:

	n	Very High	High	Borderline	Low	Very Low
OSUT	715	19.7%	49.2%	23.0%	6.0%	1.9%
CONTROL	513	21.0%	51.4%	19.6%	5.2%	2.5%

$$\chi^2_{(4)} = 2.89 \quad p < .75$$

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
OSUT	710	22.2%	34.6%	26.3%	11.9%	4.7%
CONTROL	515	16.3%	31.0%	31.0%	15.5%	6.0%

$$\chi^2_{(4)} = 12.51 \quad p < .01$$

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

	n	A	B	C	D	E
OSUT	714	83.4%	11.4%	3.2%	1.4%	.4%
CONTROL	513	80.5%	15.3%	3.3%	0.0%	.7%

$$\chi^2_{(4)} = 11.68 \quad p < .05$$

$$\chi^2_{(3)} = 6.15 \quad p < .20$$

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

	n	Very High	High	Borderline	Low	Very Low
OSUT	718	22.1%	47.4%	23.6%	5.4%	1.2%
CONTROL	514	31.3%	47.8%	16.3%	3.5%	.9%

$$\chi^2_{(4)} = 20.16 \quad p < .01$$

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

	n	A	B	C	D	E
OSUT	717	53.6%	33.4%	7.8%	3.4%	1.5%
CONTROL	515	52.2%	32.6%	10.4%	2.7%	1.9%

$$\chi^2_{(4)} = 3.44 \quad p < .50$$

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

	n	A	B	C	D	E
OSUT	717	20.3%	37.7%	27.7%	9.7%	4.3%
CONTROL	512	17.7%	38.0%	26.5%	12.8%	4.8%

$$\chi^2_{(4)} = 3.74 \quad p < .50$$

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

	n	A	B	C	D	E
OSUT	717	26.4%	35.0%	27.4%	7.3%	3.6%
CONTROL	512	29.0%	35.2%	25.3%	6.4%	3.8%

$$\chi^2_{(4)} = 1.67 \quad p < .25$$

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
OSUT	714	21.8%	31.3%	26.8%	14.2%	5.6%
CONTROL	513	18.3%	28.0%	27.0%	20.2%	6.2%

$$\chi^2_{(4)} = 9.49 \quad p < .05$$

Item 43: The Army has treated me:

	n	Very Fairly	Fairly	Borderline	Unfairly	Very Unfairly
OSUT	715	26.0%	45.0%	19.1%	6.1%	3.6%
CONTROL	512	21.6%	46.6%	23.4%	5.6%	2.5%

$$\chi^2_{(4)} = 6.35 \quad p < .25$$

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

	n	A	B	C	D	E
OSUT	714	14.8%	57.4%	22.8%	2.6%	1.2%
CONTROL	512	14.6%	56.6%	22.4%	5.4%	.7%

$$\chi^2_{(4)} = 2.96 \quad p < .75$$

APPENDIX E

Summary of Reenlistment Items

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

	n	A	B	C	D	E
OSUT	714	24.6%	32.9%	25.2%	10.2%	7.0%
CONTROL	514	16.9%	26.8%	27.0%	16.5%	12.6%

$$\chi^2_{(4)} = 31.75 \quad p < .001$$

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

	n	Very Likely	Likely	Borderline	Unlikely	Very Unlikely
OSUT	714	25.1%	30.2%	23.7%	9.9%	11.0%
CONTROL	513	22.2%	23.5%	26.5%	11.3%	16.3%

$$\chi^2_{(4)} = 13.87 \quad p < .02$$

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

	n	A	B	C	D	E
OSUT	715	20.4%	35.2%	22.9%	13.4%	7.9%
CONTROL	508	17.3%	31.4%	24.4%	16.3%	10.4%

$$\chi^2_{(4)} = 6.72 \quad p < .25$$

APPENDIX F

Summary of OSUT Opinion Items

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

	n	A	B	C	D	E
OSUT	704	9.9%	4.2%	9.6%	63.6%	12.5%
CONTROL	503	26.4%	9.9%	14.9%	32.6%	16.1%

$$\chi^2_{(4)} = 127.03 \quad p < .001$$

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
OSUT	710	37.6%	57.8%
CONTROL	511	21.7%	75.5%

$$\chi^2_{(4)} = 38.19 \quad p < .001$$

Note: The percentages will not add to 100% due to a number of erroneous responses.

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

	n	A	B	C	D	E
OSUT	714	9.9%	12.3%	42%	21.2%	14.4%
CONTROL	514	12.8%	11.4%	41%	20.8%	13.8%

$$\chi^2_{(4)} = 2.60 \quad p < .75$$

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

	n	A	B	C	D	E
OSUT	708	24.8%	24.8%	28.9%	11.8%	9.4%
CONTROL	510	20.7%	26.6%	26.8%	13.1%	12.5%

$$\chi^2_{(4)} = 5.98 \quad p < .25$$

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

	n	A	B	C	D	E
OSUT	707	63.3%	19.8%	12.7%	2.5%	1.5%
CONTROL	509	67.7%	15.5%	10.4%	4.9%	1.3%

$$\chi^2_{(4)} = 10.00 \quad p < .05$$

$$\chi^2_{(2)} = 4.17 \quad p < .10$$

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

	n	A	B	C	D	E
OSUT	707	35.6%	36.3%	20.7%	4.3%	2.8%
CONTROL	508	27.5%	33.4%	27.5%	7.2%	4.1%

$$\chi^2_{(4)} = 18.35 \quad p < .01$$

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

	n	18 Wks	16 Wks	14 Wks	12 Wks	10 Wks
OSUT	698	6.5%	12.7%	20.7%	41.6%	18.7%
CONTROL	505	18.2%	20.7%	26.1%	21.3%	13.4%

$$\chi^2_{(4)} = 92.24 \quad p < .001$$

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

	n	A	B	C	D	E
OSUT	593	12.6%	20.4%	39.1%	21.5%	6.7%
CONTROL	462	26.6%	26.6%	28.5%	12.5%	5.6%

$$\chi^2_{(4)} = 51.92 \quad P < .001$$

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

	n	A	B	C	D	E
OSUT	604	33.4%	35.7%	19.3%	4.9%	6.4%
CONTROL	461	19.9%	24.2%	22.1%	16.0%	17.5%

$$\chi^2_{(4)} = 90.91 \quad p < .001$$

APPENDIX G

ADMINISTRATION INSTRUCTIONS
TRAINING ATTITUDE QUESTIONNAIRE
(BASIC-AIT)

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

TRAINING COMPANY CADRE SHOULD NOT PARTICIPATE IN ADMINISTERING QUESTIONNAIRES.

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

TRAINEE INSTRUCTIONS

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

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

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

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

PAUSE - ANSWER QUESTIONS, IF ANY

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

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

End of Trainee Instruction

Turn Page

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"/> c	d	e
04	a	b	c	d	e

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

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

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

1. What is your marriage status?
 - a. Single
 - b. Married
 - c. Legally Separated
 - d. Divorced
 - e. Other
2. How old are you?
 - a. 17
 - b. 18
 - c. 19
 - d. 20
 - e. 21 or older
3. Have you had prior active duty military service?
 - a. Yes
 - b. No
4. What is your military status?
 - a. National Guard
 - b. Army Reserve
 - c. Enlisted for 2 years
 - d. Enlisted for 3 years
 - e. Enlisted for more than 3 years
5. What level of education had you completed prior to entering the Army?
 - a. 8 years or less
 - b. 9-11 years
 - c. High School Graduate
 - d. Some college
 - e. Bachelor's degree or higher
6. What ethnic group do you consider that you belong to?
 - a. American Indian
 - b. Asian-American/Oriental
 - c. Black/Negro
 - d. Spanish descent
 - e. Other

7. Which of the following was the most important reason that you enlisted in the Army?
- a. Being a soldier is the kind of work I like
 - b. For the travel and adventure
 - c. Because the pay (including benefits) is better
 - d. For job training or school education in the Army
 - e. For the GI Bill benefits
8. The training I have received has been:
- a. very challenging
 - b. challenging
 - c. borderline
 - d. unchallenging
 - e. very unchallenging
9. The training I have received has been:
- a. very useful in preparing me to work in my MOS
 - b. useful in preparing me to work in my MOS
 - c. of borderline value in preparing me to work in my MOS
 - d. unuseful in preparing me to work in my MOS
 - e. very unuseful in preparing me to work in my MOS
10. If I had a personal problem and needed help from my drill instructor, he would probably be:
- a. very helpful
 - b. helpful
 - c. borderline
 - d. unhelpful
 - e. very unhelpful
11. If I had a personal problem and needed help from my company commander, he would probably be:
- a. very helpful
 - b. helpful
 - c. borderline
 - d. unhelpful
 - e. very unhelpful
12. When I came on active duty, I was:
- a. strongly considering making the Army a career
 - b. considering making the Army a career
 - c. borderline
 - d. opposed to making the Army a career
 - e. strongly opposed to making the Army a career

13. I am now:
- a. strongly considering making the Army a career
 - b. considering making the Army a career
 - c. borderline
 - d. opposed to making the Army a career
 - e. strongly opposed to making the Army a career
14. In my unit, there is:
- a. almost continual harassment of soldiers
 - b. much harassment of soldiers
 - c. some harassment of soldiers
 - d. very little harassment of soldiers
 - e. no harassment of soldiers
15. In my unit the standards of military courtesy are:
- a. very high
 - b. high
 - c. borderline
 - d. low
 - e. very low
16. In my unit the standards of discipline are:
- a. very high
 - b. high
 - c. borderline
 - d. low
 - e. very low
17. In my unit I am:
- a. always treated like a man
 - b. usually treated like a man
 - c. borderline
 - d. usually treated like a child
 - e. always treated like a child
18. During my training my morale has usually been:
- a. very high
 - b. high
 - c. borderline
 - d. low
 - e. very low

19. Since coming on active duty my opinion of the Army:
- a. has become much more favorable
 - b. has become more favorable
 - c. has not changed
 - d. has become less favorable
 - e. has become much less favorable
20. In regard to keeping me informed about training events and policies, drill sergeants in my unit:
- a. do a very good job
 - b. do a good job
 - c. borderline
 - d. do a poor job
 - e. do a very poor job
21. The Army is:
- a. very important for the defense of our country
 - b. important for the defense of our country
 - c. borderline
 - d. unimportant for the defense of our country
 - e. very unimportant for the defense of our country
22. Most Army officers that I know are:
- a. very understanding of their men's needs
 - b. understanding of their men's needs
 - c. borderline
 - d. nonunderstanding of their men's needs
 - e. very nonunderstanding of their men's needs
23. Most NCO's that I know are:
- a. very understanding of their men's needs
 - b. understanding of their men's needs
 - c. borderline
 - d. nonunderstanding of their men's needs
 - e. very nonunderstanding of their men's needs
24. How much free time in the evenings do you have on an average training day?
- a. Less than 30 minutes
 - b. 30 minutes to 1 hour
 - c. From 1 to 2 hours
 - d. From 2 to 3 hours
 - e. Over 3 hours

25. Do you feel there was enough time to complete the training in the scheduled time periods?
- a. Yes - all the time
 - b. Yes - most of the time
 - c. Borderline - about half the time
 - d. No - seldom
 - e. No - never
26. How many extra hours per week (after normal duty hours, during weekends, etc.) were spent catching up on missed training or to cover training which your Drill Sergeant considered important?
- a. Less than 3 hours
 - b. 3-8 hours
 - c. 9-14 hours
 - d. 15-20 hours
 - e. Over 20 hours
27. Do you feel that the NCO's and the instructors in charge of your training know their stuff?
- a. All of them do
 - b. Most of them do
 - c. About half of them do
 - d. Few of them do
 - e. None of them do
28. This question is designed to check the computer printout of the questionnaire results; please circle ONLY response b.
29. On the whole, how is the morale in your company?
- a. Very high
 - b. High
 - c. Borderline
 - d. Low
 - e. Very low
30. I am:
- a. very proud to be a soldier
 - b. proud to be a soldier
 - c. borderline
 - d. ashamed to be a soldier
 - e. very ashamed to be a soldier

31. During the cycle, how many hours of sleep did you get on an average workday night?
- a. 4 hours or less
 - b. 5 hours
 - c. 6 hours
 - d. 7 hours
 - e. 8 or more hours
32. How much time on an average training day does your Drill Sergeant spend counselling or giving informal instruction to your platoon as a unit?
- a. Less than 30 minutes
 - b. 1 hour
 - c. 2 hours
 - d. 3 hours
 - e. Over 3 hours
33. How many times during the cycle were you counseled (talked to) by your Drill Sergeant when it was just you and he discussing some personal subject or problem?
- a. None
 - b. Less than 3 times
 - c. 3-5 times
 - d. 6-8 times
 - e. Over 8 times
34. The training I have received has been:
- a. Very easy
 - b. Easy
 - c. Borderline
 - d. Difficult
 - e. Very difficult
35. The Army is:
- a. very concerned for me as an individual soldier
 - b. concerned for me as an individual soldier
 - c. borderline
 - d. unconcerned for me as an individual soldier
 - e. very unconcerned for me as an individual soldier

36. When the opportunity arises, how likely is it that you will reenlist in the Army?
- a. Very likely
 - b. Likely
 - c. Borderline
 - d. Unlikely
 - e. Very unlikely
37. If I had my training to do over again, I would prefer to have the training given during a total of:
- a. 16 weeks at different posts in different companies
 - b. 16 weeks at the same post in different companies
 - c. 16 weeks at the same post in the same company
 - d. 12 weeks at the same post in the same company
 - e. 12 weeks at the same post in different companies
38. I prefer:
- a. to have my first leave prior to becoming MOS qualified
 - b. to save my leave until after becoming MOS qualified
39. Being separated from my friends in my company when I am transferred:
- a. bothers me considerably
 - b. bothers me very much
 - c. bothers me somewhat
 - d. does not bother me much
 - e. does not bother me at all
40. My assigned primary MOS makes:
- a. the best use of my abilities
 - b. good use of my abilities
 - c. some use of my abilities
 - d. very poor use of my abilities
 - e. no use at all of my abilities
41. Compared to places where I could work in civilian life, the Army is:
- a. much better
 - b. better
 - c. about the same
 - d. worse
 - e. much worse

42. Would you recommend to a civilian friend of yours that he enlist in the Army?
- a. Yes. Strongly recommend he enlist.
 - b. Yes
 - c. Borderline
 - d. No
 - e. No. Strongly recommend he not enlist.
43. The Army has treated me:
- a. very fairly
 - b. fairly
 - c. borderline
 - d. unfairly
 - e. very unfairly
44. The average fellow trainee in my unit is a:
- a. very good soldier
 - b. good soldier
 - c. borderline soldier
 - d. poor soldier
 - e. very poor soldier
45. The coverage of subjects concerned with basic soldiering was:
- a. much more than needed
 - b. more than needed
 - c. about right
 - d. less than needed
 - e. much less than needed
46. The coverage of subjects concerned with my MOS was:
- a. much more than needed
 - b. more than needed
 - c. about right
 - d. less than needed
 - e. much less than needed
47. Would you like to have in your next unit the same trainees with whom you just completed training?
- a. Definitely yes
 - b. Probably
 - c. Doesn't make any difference
 - d. Probably not
 - e. Definitely not

48. How do you feel about being transferred to a new post after Basic or AIT?
- a. Like it very much
 - b. Like it somewhat
 - c. Borderline
 - d. Dislike it somewhat
 - e. Dislike it very much
49. Going through both basic training and advanced individual training with the same group of trainees (instead of being split up after basic) is:
- a. extremely desirable
 - b. desirable
 - c. of no importance
 - d. undesirable
 - e. extremely undesirable
50. The training I received while going through basic training and advanced individual training (AIT) involved:
- a. a great deal of unnecessary repetition
 - b. some unnecessary repetition
 - c. the right amount of repetition for good learning
 - d. not enough repetition for good learning
 - e. much too little repetition for good learning
51. The pace of training during basic and AIT was:
- a. much too fast
 - b. too fast
 - c. about right
 - d. too slow
 - e. much too slow
52. The length of combined basic and AIT should be about:
- a. 18 weeks
 - b. 16 weeks
 - c. 14 weeks
 - d. 12 weeks
 - e. 10 weeks

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

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

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

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

ADMINISTRATION INSTRUCTIONS
TRAINING ATTITUDE QUESTIONNAIRE
(OSUT)

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

TRAINING COMPANY CADRE SHOULD NOT PARTICIPATE IN ADMINISTERING QUESTIONNAIRES.

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

TRAINEE INSTRUCTIONS

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

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

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

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

PAUSE - ANSWER QUESTIONS, IF ANY

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

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

End of Trainee Instruction
Turn Page

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

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

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

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

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

Commander

MASSTER

ATTN: ATMAS-OP-Q

Fort Hood, Texas 76544

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

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

Major Richard Ladd
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 weekends, etc.) were spent catching up on missed training or to cover training which your Drill Sergeant considered important?
- a. Less than 3 hours
 - b. 3-8 hours
 - c. 9-14 hours
 - d. 15-20 hours
 - e. Over 20 hours
27. Do you feel that the NCO's and the instructors in charge of your training know their stuff?
- a. All of them do
 - b. Most of them do
 - c. About half of them do
 - d. Few of them do
 - e. None of them do
28. This question is designed to check the computer printout of the questionnaire results; please circle ONLY response b.
29. On the whole, how is the morale in your company?
- a. Very high
 - b. High
 - c. Borderline
 - d. Low
 - e. Very low
30. I am:
- a. very proud to be a soldier
 - b. proud to be a soldier
 - c. borderline
 - d. ashamed to be a soldier
 - e. very ashamed to be a soldier

31. During the cycle, how many hours of sleep did you get on an average workday night?
- a. 4 hours or less
 - b. 5 hours
 - c. 6 hours
 - d. 7 hours
 - e. 8 or more hours
32. How much time on an average training day does your Drill Sergeant spend counselling or giving informal instruction to your platoon as a unit?
- a. Less than 30 minutes
 - b. 1 hour
 - c. 2 hours
 - d. 3 hours
 - e. Over 3 hours
33. How many times during the cycle were you counseled (talked to) by your Drill Sergeant when it was just you and he discussing some personal subject or problem?
- a. None
 - b. Less than 3 times
 - c. 3-5 times
 - d. 6-8 times
 - e. Over 8 times
34. The training I have received has been:
- a. Very easy
 - b. Easy
 - c. Borderline
 - d. Difficult
 - e. Very difficult
35. The Army is:
- a. very concerned for me as an individual soldier
 - b. concerned for me as an individual soldier
 - c. borderline
 - d. unconcerned for me as an individual soldier
 - e. very unconcerned for me as an individual soldier

36. When the opportunity arises, how likely is it that you will reenlist in the Army?
- a. Very likely
 - b. Likely
 - c. Borderline
 - d. Unlikely
 - e. Very unlikely
37. If I had my training to do over again, I would prefer to have the training given during a total of:
- a. 16 weeks at different posts in different companies
 - b. 16 weeks at the same post in different companies
 - c. 16 weeks at the same post in the same company
 - d. 12 weeks at the same post in the same company
 - e. 12 weeks at the same post in different companies
38. I prefer:
- a. to have my first leave prior to becoming MOS qualified
 - b. to save my leave until after becoming MOS qualified
39. Being separated from my friends in my company when I am transferred:
- a. bothers me considerably
 - b. bothers me very much
 - c. bothers me somewhat
 - d. does not bother me much
 - e. does not bother me at all
40. My assigned primary MOS makes:
- a. the best use of my abilities
 - b. good use of my abilities
 - c. some use of my abilities
 - d. very poor use of my abilities
 - e. no use at all of my abilities
41. Compared to places where I could work in civilian life, the Army is:
- a. much better
 - b. better
 - c. about the same
 - d. worse
 - e. much worse

42. Would you recommend to a civilian friend of yours that he enlist in the Army?
- a. Yes. Strongly recommend he enlist.
 - b. Yes
 - c. Borderline
 - d. No
 - e. No. Strongly recommend he not enlist.
43. The Army has treated me:
- a. very fairly
 - b. fairly
 - c. borderline
 - d. unfairly
 - e. very unfairly
44. The average fellow trainee in my unit is a:
- a. very good soldier
 - b. good soldier
 - c. borderline soldier
 - d. poor soldier
 - e. very poor soldier
45. The coverage of subjects concerned with basic soldiering was:
- a. much more than needed
 - b. more than needed
 - c. about right
 - d. less than needed
 - e. much less than needed
46. The coverage of subjects concerned with my MOS was:
- a. much more than needed
 - b. more than needed
 - c. about right
 - d. less than needed
 - e. much less than needed
47. Would you like to have in your next unit the same trainees with whom you just completed training?
- a. Definitely yes
 - b. Probably
 - c. Doesn't make any difference
 - d. Probably not
 - e. Definitely not

48. How do you feel about being transferred to a new post after 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

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
- e. 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