

Research Problem Review 77-6

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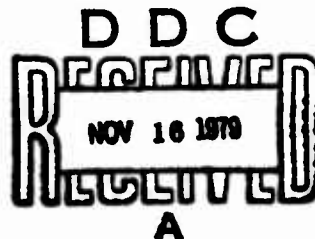
FORT SILL ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

Douglas Griffith

ARI FORT HOOD FIELD UNIT

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FORT SILL 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 13B (Field Artillery Crewman) at Fort Sill, OK. The other programs are:

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

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

MOS 16P (Chaparall 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 2016743A775.

J. E. UHLANER

Technical Director

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FORT SILL 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 12-week Field Artillery (MOS 13B) course at Fort Sill who had completed BCT, the combined BCT/AIT program, or OSUT were administered a questionnaire concerning 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 the groups were statistically significant ($\alpha = .05$). When statistically significant differences were obtained, a subjective assessment was made concerning the operational significance of the differences.

Findings:

Both the BCT and AIT groups and the AIT and OSUT groups differed significantly with respect to background items. Hence, obtained patterns of responses for all or part of the attitudinal items may be a function of these background factors than of training cycle effects.

Training was judged by trainees to be more intense during BCT than during AIT. Similarly, training was perceived as more intense during OSUT than during AIT. In no case, however, was training judged to be overly intense. Moreover, OSUT respondents were more satisfied with the pace and redundancy of their training than were the AIT respondents.

BCT respondents tended to perceive Army officers as more empathic and NCO's as more knowledgeable than did AIT respondents. OSUT respondents perceived NCO's more favorably than did the AIT trainees.

The survey indicated that morale of the BCT group was somewhat higher than the AIT group. Similarly, the morale of the OSUT group appeared to be higher than the morale of the AIT group. The morale of all groups was judged to be satisfactory.

Even though a higher percentage of BCT than AIT respondents expressed serious career intentions and the BCT respondents were somewhat more likely to recommend reenlistment to a friend, no significant difference was found between the groups with respect to the issue of personal reenlistment. OSUT respondents were more likely than the AIT respondents to recommend enlistment to a civilian friend, but were not more likely to reenlist themselves.

With respect to the OSUT opinion items, respondent's preferences for training policies tended to coincide with the policies of the training that they themselves had received. Accordingly the general acceptance of OSUT policies was quite pronounced in the OSUT group.

Utilization of Findings:

These findings impact on the implementation of OSUT for the 13B Field Artillery MOS, and were incorporated into the Fort Sill report of the 13B MOS OSUT Evaluation and into the TRADOC report of the overall OSUT evaluation RCS ATTNG (OT) 36.

FORT SILL ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEY

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FORT SILL 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 week OSUT test program. This report deals with the results of the ARI attitude survey conducted with MOS 13B (Field Artillery Crewman) trainees at Fort Sill.

PROCEDURES

Independent groups of trainees at Fort Sill who had completed BCT (N = 784), AIT (N = 846), 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 background items and a summary of the responses to them are included in Appendix A.

The training intensity items were included to indicate whether there were differences in the 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.

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 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 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 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. 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 46 items of interest. The AIT and OSUT groups were compared on 53 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

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

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

BCT vs. AIT Comparisons. The BCT and AIT groups differed significantly on five of the eight background items. The analysis of Questionnaire Item 2 (see Appendix A) indicated that the AIT group tended to be older than the BCT group. Item 3 indicated a somewhat greater proportion of AIT than BCT respondents reporting having had prior active duty military service. The AIT group also reported a higher percentage of four or more year enlistments than did the BCT group (Item 4). The AIT group also tended to report a higher level of civilian education than did the BCT group (Item 5). Moreover, the two groups differed with respect to their reasons for enlisting in the Army. A much higher percentage of BCT than AIT respondents (64 percent vs. 40 percent) reported that the availability of job training or school education was the primary reason that they had enlisted in the Army (Item 7).

With respect to these background factors the BCT and AIT groups are not strictly comparable. It is difficult to assess to what extent these background differences impacted on the responses to the remaining questionnaire items. It is, therefore, not possible to determine whether the differences in the pattern of responding between the BCT and AIT groups are attributable to differences in training cycles, or to differences in personal background factors.

AIT vs. OSUT Comparisons. The AIT and OSUT groups differed significantly on six of the eight background items. Apparently the AIT group was older than the OSUT group (Item 2). Item 3 indicated that a higher percentage of AIT than OSUT respondents reported having had prior active duty military service. A higher percentage of AIT than OSUT respondents reported enlistments of four years or more (Item 4). Item 5 revealed a higher civilian education level being reported by the AIT than by the OSUT respondents. Although Item 6 was significant, not too much should be made of this difference since the absence of an explicit caucasian category apparently created a certain amount of confusion among the respondents. Item 7 revealed significant differences with respect to the respondents' primary reason for enlisting. A higher percentage of the OSUT than the AIT respondents reported the job training or school education as their primary reason for enlisting.

These groups are not strictly comparable. And, again, it is difficult to assess to what extent these differences impacted on the responses to the remaining questionnaire items. Thus, it is possible that differences in the pattern of responding between the OSUT and the AIT groups are not attributable solely to the effects of their respective training cycles.

TRAINING INTENSITY ITEMS

The detailed analyses of training intensity items are summarized in Appendix B.

BCT vs. AIT Comparisons. The BCT and AIT groups differed significantly on all nine items on which they were compared. The indication was quite clear that training was perceived as more intense by the BCT respondents. Item 8 revealed that the BCT respondents regarded their training as more challenging than did the AIT respondents. The AIT group indicated that it had much more free time on workday evenings than did the BCT group (Item 24). It is not surprising, then, that more AIT than BCT respondents reported that there was always enough time to complete training in the scheduled period (Item 25). Given that more than half of the BCT respondents reported that there was not always enough time to complete training in the scheduled period, it is not surprising that the BCT respondents tended to report more extra hours making up training than did the AIT respondents (Item 26). The reader's initial reaction to Item 31 (regarding the number of hours of sleep on an average workday night) might be that it seems inconsistent for BCT respondents to report more sleep than AIT respondents while at the same time reporting more intense training than AIT respondents. However, this relationship was also obtained on other attitudinal surveys (e.g., Fort Knox, Fort Leonard Wood). Item 32 indicated that the BCT respondents reported more counseling or informal instruction from their drill sergeants than did the AIT respondents. Similarly Item 33 indicated more one-on-one counseling for BCT than for AIT respondents. In view of this overall indication of greater training intensity for the BCT than for the AIT respondents, it is not surprising that the BCT respondents tended to view their training as being more difficult than did the AIT respondents. Although the training was regarded as more difficult, BCT respondents tended to be quite satisfied with the coverage of topics concerned with basic soldiering (Item 45).

To summarize, although training for neither group appeared to be overly intense, it is quite clear that the BCT respondents perceived their training as more intense than that of the AIT respondents.

AIT vs. OSUT Comparisons. The AIT and OSUT groups differed significantly on ten of the twelve training intensity items. The overall indication was that training was perceived as being more intense by the OSUT than by the AIT respondents. Accordingly, the OSUT respondents tended to regard their training as more challenging than did the AIT respondents (Item 8). Moreover, the AIT respondents reported more free time in the evenings of typical training days than did the OSUT respondents (Item 24). It is not surprising, then, that more AIT than OSUT respondents

reported that there was enough time to complete training in the scheduled periods (Item 25). The OSUT respondents also tended to report more extra hours spent making up training than did the AIT respondents (Item 26). Item 32 indicated that the OSUT respondents received more counseling and informal instruction by their drill sergeants than did the AIT respondents. It was also the case that the OSUT respondents reported more one-on-one counseling than did the AIT respondents (Item 33). In view of the preceding analysis, it is not surprising that the OSUT respondents tended to perceive their training as being more difficult than did the AIT respondents (Item 34). Given that the OSUT cycle also included basic training, it is reasonable to find that the OSUT respondents were relatively more satisfied with the coverage of topics related to basic soldiering than were the AIT respondents (Item 45). It should also be noted that both groups appeared to be satisfied with the coverage of subjects concerned with their MOS, with more than half of the OSUT respondents reporting that the coverage was about right. Nevertheless, the OSUT respondents appeared to be relatively more satisfied with the amount of repetition incorporated into training (Item 50). More than half of the AIT respondents felt that there was either a great deal of unnecessary repetition or some unnecessary repetition incorporated into the training. Accordingly, Item 51 indicated that the OSUT respondents were somewhat more satisfied with the pace of training than were the AIT respondents.

To summarize, the indication was that training was perceived as more intense by the OSUT than by the AIT respondents. However, it did not appear that training was overly intense for the OSUT respondents. Indeed, the OSUT respondents appeared to be more satisfied with both the pace and the redundancy of their training.

ANCILLARY TRAINING ITEMS

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

BCT vs. AIT comparisons. The BCT and AIT groups differed significantly on three of the six ancillary training items. Item 11 indicated that a greater percentage of BCT than AIT respondents felt that their company commanders would be very helpful if they had a personal problem. Similarly, Item 22 revealed that BCT respondents perceived Army officers as being more empathetic than did the AIT respondents. BCT respondents also perceived their NCO's and instructors as being more knowledgeable than did the AIT respondents (Item 27).

It did appear, then, that the BCT respondents regarded Army officers as being more empathetic and their NCO's and instructors as being more knowledgeable than did the AIT respondents. Unfortunately, it cannot be ascertained whether these different perceptions reflect true differences, or whether they merely reflect the differential amount of time in service of the two groups.

AIT vs. OSUT Comparisons. The AIT and OSUT groups differed significantly on three of the six ancillary training items. Item 20 revealed that a significantly higher percentage of the OSUT respondents felt that their drill sergeants did a very good job with respect to keeping them informed about training events and policies. Item 23 indicated that the OSUT respondents tended to perceive NCO's as being somewhat more empathetic than did AIT respondents. The OSUT respondents also tended to regard their NCO's and instructors as being somewhat more knowledgeable than did the AIT respondents (Item 27).

Although the perceptions of the two groups did not differ with respect to officers, the OSUT respondents tended to perceive NCO's more favorably than did the AIT respondents.

MORALE ITEMS

Analyses of the morale items are summarized in Appendix D.

BCT vs. AIT Comparisons. The BCT and AIT groups differed significantly on eight of the thirteen morale items on which they were compared. Item 15 revealed that BCT respondents tended to perceive their standards of military courtesy as higher than did the AIT respondents. Similarly, Item 15 indicated that BCT respondents perceived their standards of discipline as higher than did the AIT respondents. Although the overall chi-square for Item 17, concerning whether the respondents felt they were treated as men, was significant, when the first two and last two response categories were collapsed the chi-square became nonsignificant. This lack of consistency in the pattern of responding renders interpretation meaningless. Item 19 indicated that more BCT than AIT respondents had experienced a favorable shift in opinion towards the Army since coming on active duty. Item 29 indicated that the BCT respondents tended to perceive company morale as higher than did the AIT respondents. Item 41 revealed that the BCT respondents were more likely than the AIT respondents to feel that they were better off in the Army than they would be in civilian life. The BCT respondents were also more likely to perceive that the Army had treated them fairly or very fairly than were the AIT respondents (Item 43). Finally, BCT respondents tended to have a somewhat higher opinion of their fellow trainees than did the AIT respondents (Item 44).

The overall impression, then, is that morale tended to be somewhat higher for the BCT than for the AIT respondents. This conclusion has been drawn in spite of the fact that the professed individual morale of the BCT and AIT groups was ostensibly equivalent. Nevertheless, the expressed company morale was higher for the BCT respondents, and six other morale items indicated a consistent superiority of the BCT group. It should also be noted that, although morale might have been somewhat lower for the AIT group, the absolute level of morale appeared to be satisfactory.

AIT vs. OSUT Comparisons. The AIT and OSUT groups differed significantly on twelve of the fifteen morale items. Although Item 9, concerning the usefulness of training in preparation for work in their MOS, revealed a chi-square which was significant overall, when the first two and last two response categories were collapsed, the chi-square became nonsignificant. This absence of a consistent pattern of differences precludes meaningful interpretation. Item 15 indicated that the perceived standards of military courtesy were higher for the OSUT than for the AIT respondents. Similarly, Item 16 indicated that the perceived standards of discipline were higher for the OSUT than for the AIT respondents. Although the overall chi-square was significant for Item 17, concerning whether the respondents felt they were treated as men, the chi-square became nonsignificant when the first two and last two response categories were collapsed. Again, this lack of consistency in the pattern of responding precludes interpretation. Item 19 indicated that more OSUT than AIT respondents had undergone a favorable shift in opinion toward the Army since coming on active duty. Item 21 indicated that the OSUT respondents were somewhat more likely to feel that the Army is very important for the defense of the country than were the AIT respondents. Although there was no significant difference with respect to professed individual morale (Item 18), Item 21 indicated that OSUT respondents tended to perceive their company morale as higher than did the AIT respondents. Even though the overall chi-square for Item 30, concerning how proud the respondents were to be soldiers, was significant, the chi-square became nonsignificant when the first two and last two response categories were collapsed. Again, this state of affairs precludes interpretation. Item 35 indicated that the OSUT respondents were more likely to feel that the Army was concerned for them as individual soldiers than were the AIT respondents. Item 40 revealed that the OSUT respondents were more likely than the AIT respondents to think that their primary MOS made proper use of their abilities. Finally, the OSUT respondents tended to have higher opinions of their fellow trainees than did the AIT respondents (Item 44).

The overall conclusion is that morale was somewhat higher for the OSUT respondents than it was for the AIT respondents. This conclusion was reached in spite of there being no professed difference between the groups with respect to individual morale. Nevertheless, the professed company morale was higher for the OSUT group, and on seven of the remaining items the morale indicators were clearly in favor of the OSUT group. Although morale did appear to be somewhat higher for the OSUT group, the absolute level of morale of the AIT group also appeared to be satisfactory.

REENLISTMENT ITEMS

Analyses of the reenlistment items are summarized in Appendix E.

BCT vs. AIT Comparisons. The BCT and AIT groups differed significantly on two of the three reenlistment items. Item 13 indicated that a slightly higher percentage of the BCT respondents stated career intentions. In spite of this higher percentage of BCT respondents professing career intentions, apparently the groups were ostensibly equivalent with respect to the issue of reenlistment (Item 36). Although the issue of the individual career intentions and reenlistment likelihood was rather ambiguous, a higher percentage of the BCT respondents would recommend to civilian friends that they enlist in the Army (Item 42).

AIT vs. OSUT Comparisons. The AIT and OSUT groups differed significantly on only one of the three reenlistment items. Although the AIT and OSUT groups were ostensibly equivalent with respect to career intentions (Item 13) and personal reenlistment (Item 36), apparently the OSUT respondents were somewhat more likely than the AIT respondents to recommend enlistment to a civilian friend (Item 42).

OSUT OPINION ITEMS

Analyses of the OSUT opinion items are summarized in Appendix F.

BCT vs. AIT Comparisons. The BCT and AIT groups differed significantly on six of the seven OSUT opinion items on which they were compared. Item 38 indicated that whereas a majority of the BCT respondents preferred to have their first leave prior to becoming MOS qualified, the majority of the AIT respondents preferred to save their leave until after they were MOS qualified. Item 47 revealed that a higher percentage of BCT than AIT respondents wanted to have in their next unit the same trainees with whom they had just completed training. A higher percentage of the AIT than the BCT respondents desired to be transferred to a new post after basic or AIT (Item 48). It should be noted that the BCT respondents also tended to be heavily in favor of transferring posts.

Item 49 indicated that it was relatively more important to the BCT than to the AIT respondents that they stay with the same group of trainees throughout both BCT and AIT. This finding is consistent with that of Item 47. Item 53 indicated that transferring to a different Army post after BCT and prior to AIT was relatively more desirable for AIT than for BCT respondents. This finding is consistent with Item 48. Finally, Item 54 indicated that the BCT respondents thought it relatively more important to keep the same cadre for both basic and AIT than did the AIT respondents (Item 54).

Basically what is reflected in these OSUT opinion items is a basic conservatism wherein respondents tend to express a preference for policies within their own realm of experience. For example, BCT respondents, who had not experienced a transfer to a new unit with the consequent making of new acquaintances, felt more strongly about keeping the same trainees with them in their next unit. On the other hand, AIT respondents, many of whom have been transferred, express a stronger preference for transferring posts.

AIT vs. OSUT Comparisons. The AIT and OSUT groups differed significantly on all nine items on which they were compared. Item 37, concerning the length and composition of the training cycle, indicated that whereas the modal response for the AIT group was the training cycle which they experienced (i.e., 16 weeks at different posts in different companies), the majority of OSUT respondents expressed a preference for the training cycle which they experienced (i.e., 12 weeks at the same post in the same company). Item 38 indicated that a greater proportion of AIT than OSUT respondents preferred to save their first leave until after becoming MOS qualified. Item 39 indicated that being separated from friends upon transfer was slightly more unsettling for OSUT than for AIT respondents. Likewise a greater percentage of OSUT than AIT respondents preferred to have in their next unit the same trainees with whom they had just completed training. Item 48 indicated that there was a greater tendency for AIT than for OSUT respondents to want to be transferred to a new post after basic or AIT. It should also be noted that a majority of the OSUT respondents strongly favored transferring posts. Item 49 indicated that it was relatively more important to OSUT than to AIT respondents to want to remain with the same group of trainees throughout both basic training and AIT. Although the modal response for Item 52, concerning the length of the entire training cycle, was 12 weeks (i.e., the length of the OSUT cycle) for both groups, a relatively higher percentage of the OSUT respondents preferred the 12 week cycle. Item 53 indicated that transferring to a different Army post after basic training and prior to AIT was relatively more desirable to the AIT than to the OSUT respondents. Finally, Item 54 revealed that remaining with the same cadre throughout the entire training cycle was perceived as being much more important to the OSUT than to the AIT respondents.

The same basic conservatism, wherein the respondent's own experience exerts a bias towards policies which he, himself, has experienced, that was found with respect to the BCT vs. AIT comparison, can be found with respect to the BCT vs. OSUT comparison. Given this basic conservatism, the most relevant group for assessing the ultimate acceptance of OSUT is the OSUT group itself. And the OSUT group exhibits a pronounced acceptance of many OSUT policies.

CONCLUSIONS

It is improper to attribute attitudinal differences between the BCT and AIT groups solely to the effects of their respective training cycles and their time in service since the groups differed significantly on five of the eight background items. Thus, when interpreting the results of this study it should be considered that all or a portion of the obtained differences between groups may be attributable to these background factors rather than to the effect of training cycle per se.

The following similarities and differences were found: (1) Training did appear to be perceived as being more intense during BCT than during AIT; (2) Training did not appear to be overly intense for the majority of BCT respondents; (3) BCT respondents tended to perceive Army officers as more empathetic and NCO's as more knowledgeable than did the AIT respondents; (4) The morale of the BCT group tended to be somewhat higher than the AIT group, although the morale level of the AIT group did appear to be satisfactory; (5) Somewhat higher percentage of BCT than AIT respondents expressed career intentions, although no significant difference was found between the groups with respect to the issue of personal reenlistment. The BCT respondents also appeared to be more likely to recommend to a friend that he enlist; (6) With respect to the OSUT opinion items a basic conservatism was apparent wherein respondent's preferences for training policies tended to be influenced favorably toward their own training.

The same warning that was issued regarding interpreting BCT vs. AIT differences must also be issued with respect to AIT vs. OSUT differences. The AIT and OSUT groups differed significantly on six of the eight background items. Thus, the following conclusions must be regarded as tentative: (1) Training was perceived as more intense by the OSUT than by the AIT respondents, however, training was not overly intense for either group; (2) The OSUT respondents were more satisfied with both the pace and the redundancy of their training; (3) There was a tendency for the OSUT respondent to perceive NCO's more favorably than did the AIT respondents; (4) Morale was somewhat higher for the OSUT than the AIT respondents; (5) The only difference

with respect to the reenlistment issue was that the OSUT respondents were somewhat more likely than the AIT respondents to recommend enlistment to a civilian friend; (6) The most relevant group for assessing the acceptance of OSUT was the OSUT group itself. There was general acceptance of OSUT policies among the OSUT group in particular.

APPENDIXES

APPENDIX A

Summary of Background Items

Item 1: What is your marriage status?

	n	Single	Married	Separated	Divorced	Other
BCT	774	608(78.5)	132(17.0)	5(.6)	14(1.8)	15(1.9)
AIT	839	630(75.0)	174(20.7)	8(.9)	11(1.3)	16(1.9)
OSUT	639	513(80.2)	107(16.7)	3(.4)	7(1.0)	9(1.4)

BCT vs AIT: $\chi^2_{(4)} = 4.63$ $p < .50$

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

Item 2: How old are you?

	n	17	18	19	20	≥ 21
BCT	774	166(21.4)	194(25.0)	141(18.2)	111(14.3)	161(20.8)
AIT	840	102(12.1)	182(21.6)	169(20.1)	134(15.9)	253(30.1)
OSUT	640	127(19.8)	162(25.3)	134(20.9)	94(14.6)	123(19.2)

BCT vs AIT: $\chi^2_{(4)} = 38.08$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 33.48$ $p < .001$

Item 3: Have you prior active duty military service?

	n	Yes	No
BCT	770	34(4.4)	731(94.9)
AIT	840	96(11.4)	733(87.2)
OSUT	639	45(7.0)	589(92.1)

BCT vs AIT: $\chi^2_{(1)} = 27.05$ $p < .001$

AIT vs OSUT: $\chi^2_{(1)} = 8.29$ $p < .005$

Item 4: What is your military status?

	n	National Guard	Reserve	2 Yr Enlist	3 Yr Enlist	\geq Yr Enlist
BCT	773	87(11.2)	26(3.3)	5(.6)	574(74.2)	81(10.4)
AIT	839	96(11.4)	24(2.8)	3(.3)	496(59.1)	220(26.2)
OSUT	640	142(22.1)	21(3.2)	4(.6)	343(53.5)	130(20.3)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 68.31 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 34.12 \quad p < .001$$

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

	n	\leq Yrs	9-11 Yrs	H.S. Grad	Some College	B.A.
BCT	771	11(1.4)	377(48.8)	254(32.9)	123(15.9)	6(.7)
AIT	840	9(1.0)	283(33.6)	384(45.7)	152(18.0)	12(1.4)
OSUT	642	19(2.9)	317(49.3)	225(35.0)	73(11.3)	8(1.2)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 42.26 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 49.99 \quad p < .001$$

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

	n	American Indian	Asian-Amer /Oriental	Black/ Negro	Spanish Decent	Other
BCT	769	96(12.4)	89(11.5)	181(23.5)	50(6.5)	353(45.9)
AIT	837	105(12.5)	99(11.8)	238(28.4)	44(5.2)	351(41.9)
OSUT	639	97(15.1)	92(14.3)	166(25.9)	48(7.5)	236(36.9)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 6.21 \quad p < .25$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 9.72 \quad p < .05$$

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
BCT	770	49(6.3)	94(12.2)	82(10.6)	493(64.0)	52(6.7)
AIT	830	96(11.5)	140(16.8)	132(15.9)	331(39.8)	131(15.7)
OSUT	635	76(11.9)	118(18.5)	108(17.0)	296(46.6)	37(5.8)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 99.80 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 35.83 \quad p < .001$$

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	773	175(22.6)	255(32.9)	202(26.1)	100(12.9)	41(5.3)
AIT	840	204(24.2)	266(31.6)	207(24.6)	101(12.0)	62(7.3)
OSUT	640	162(25.3)	222(34.6)	148(23.1)	63(9.8)	45(7.0)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 4.02 \quad p < .50$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 3.13 \quad p < .75$$

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	774	257(33.2)	383(49.4)	95(12.2)	27(3.4)	12(1.5)
AIT	841	240(28.5)	363(43.1)	142(16.8)	53(6.3)	43(5.1)
OSUT	641	252(39.3)	281(43.8)	75(11.7)	20(3.1)	15(2.0)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 33.64 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 36.08 \quad p < .001$$

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	773	54(6.9)	209(27.0)	288(37.2)	193(24.9)	29(3.7)
AIT	837	48(5.7)	78(9.3)	87(10.3)	122(14.5)	502(59.9)
OSUT	636	55(8.6)	123(19.3)	148(19.3)	169(26.5)	141(22.1)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 603.63 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 213.19 \quad p < .001$$

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
BCT	775	275(35.4)	374(48.2)	85(10.9)	33(4.2)	8(1.0)
AIT	839	427(50.8)	289(34.4)	80(9.5)	31(3.6)	12(1.4)
OSUT	640	165(25.7)	317(49.5)	98(15.3)	44(6.8)	16(2.5)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 42.35 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 96.87 \quad p < .001$$

Item 26: How many 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?

	n	Less than 3 Hrs	3-8 Hrs	9-14 Hrs	15-20 Hrs	Over 20 Hrs
BCT	769	452(58.7)	221(28.7)	63(8.1)	18(2.3)	15(1.9)
AIT	833	600(72.0)	155(18.6)	48(5.7)	14(1.6)	16(1.9)
OSUT	633	311(49.1)	207(32.7)	73(11.5)	22(3.4)	20(3.1)

BCT vs AIT: $\chi^2_{(4)} = 32.46$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 80.76$ $p < .001$

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
BCT	770	24(3.1)	81(10.5)	158(20.5)	363(47.1)	144(18.7)
AIT	838	85(10.1)	196(23.3)	279(33.2)	190(22.6)	88(10.5)
OSUT	640	66(10.3)	166(25.9)	174(27.1)	170(26.5)	64(10.0)

BCT vs AIT: $\chi^2_{(4)} = 180.47$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 7.73$ $p < .25$

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	723	153(19.7)	283(36.6)	161(20.8)	91(11.7)	85(10.9)
AIT	835	364(43.5)	287(34.3)	98(11.7)	41(4.9)	45(5.3)
OSUT	638	160(25.0)	246(38.5)	131(20.5)	37(5.7)	64(10.0)

BCT vs AIT: $\chi^2_{(4)} = 130.52$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 65.67$ $p < .001$

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
BCT	770	235(30.5)	350(45.4)	153(19.8)	17(2.2)	15(1.9)
AIT	840	349(41.5)	334(39.7)	113(13.4)	14(1.6)	30(3.5)
OSUT	640	201(31.4)	272(42.5)	119(18.5)	27(4.2)	21(3.2)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 30.95 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 25.47 \quad p < .001$$

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
BCT	771	70(9.0)	204(26.4)	325(42.1)	153(19.8)	19(2.4)
AIT	839	257(30.6)	334(39.8)	184(21.9)	53(6.3)	11(1.3)
OSUT	639	77(12.0)	183(28.6)	249(38.9)	111(17.3)	19(2.9)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 225.62 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 149.18 \quad p < .001$$

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

	n	A	B	C	D	E
BCT	761	67(8.8)	137(18.0)	446(58.6)	89(11.6)	22(2.8)
AIT	822	111(13.5)	142(17.2)	407(49.5)	113(13.7)	49(5.9)
OSUT	632	76(12.0)	120(18.9)	361(57.1)	62(9.8)	13(2.0)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 23.55 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 22.48 \quad p < .001$$

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	824	118(14.3)	151(18.3)	385(46.7)	126(15.2)	44(5.3)
OSUT	629	76(12.0)	108(17.1)	325(51.6)	88(13.9)	32(5.0)

AIT vs OSUT: $\chi^2_{(4)} = 3.84$ $p < .50$

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

	n	A	B	C	D	E
BCT	---	---	---	---	---	---
AIT	820	179(21.8)	234(28.5)	334(40.7)	57(6.9)	16(1.9)
OSUT	629	97(15.4)	152(29.1)	298(47.3)	68(10.8)	14(2.2)

AIT vs OSUT: $\chi^2_{(4)} = 20.11$ $p < .001$

Item 51: The pace of training during basic and AIT has: (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	814	65(7.9)	92(11.3)	442(54.2)	143(17.5)	72(8.8)
OSUT	625	64(10.2)	151(24.1)	348(55.6)	49(7.8)	13(2.0)

AIT vs OSUT: $\chi^2_{(4)} = 89.21$ $p < .001$

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	774	341(44.0)	276(35.6)	91(11.7)	36(4.6)	30(3.8)
AIT	838	358(42.7)	296(35.3)	109(13.0)	49(5.8)	25(2.9)
OSUT	641	290(45.2)	226(35.2)	73(11.3)	39(6.0)	13(2.0)

BCT vs AIT: $\chi^2(4) = 2.72$ $p < .50$

AIT vs OSUT: $\chi^2(4) = 2.62$ $p < .50$

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	773	389(50.3)	279(36.0)	71(9.1)	20(2.5)	14(1.8)
AIT	841	323(38.4)	314(37.3)	121(14.3)	49(5.8)	34(4.0)
OSUT	640	264(41.2)	234(36.5)	91(14.2)	32(2.9)	19(2.9)

BCT vs AIT: $\chi^2(4) = 38.93$ $p < .001$

AIT vs OSUT: $\chi^2(4) = 2.43$ $p < .75$

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	775	280(36.1)	249(32.1)	126(16.2)	76(9.8)	44(5.6)
AIT	837	316(37.7)	293(35.0)	132(15.7)	70(8.3)	26(3.1)
OSUT	640	312(48.7)	184(28.7)	78(12.1)	37(5.7)	29(4.5)

BCT vs AIT: $\chi^2(4) = 8.39$ $p < .10$

AIT vs OSUT: $\chi^2(4) = 23.30$ $p < .001$

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	773	263(34.0)	337(43.5)	127(16.4)	26(3.3)	20(2.5)
AIT	837	243(29.0)	355(42.4)	156(18.6)	60(7.1)	23(2.7)
OSUT	639	206(32.2)	242(37.8)	131(20.5)	39(6.1)	21(3.2)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 15.36 \quad p < .005$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 4.68 \quad p < .50$$

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	774	228(29.4)	350(45.2)	148(19.1)	33(4.2)	15(1.9)
AIT	838	231(27.5)	359(42.8)	162(19.3)	55(6.5)	31(3.6)
OSUT	640	230(35.9)	271(42.3)	105(16.4)	26(4.0)	8(1.2)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 9.31 \quad p < .10$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 22.28 \quad p < .001$$

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
BCT	776	357(46.0)	317(40.8)	80(10.3)	20(2.5)	2(.2)
AIT	840	263(31.3)	418(49.7)	103(12.2)	50(5.9)	6(.7)
OSUT	640	268(41.8)	294(45.9)	50(7.8)	24(3.7)	4(.6)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 43.61 \quad p < .001 \quad \chi^2_{(3)} = 43.38 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(3)} = 22.72 \quad p < .001$$

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	834	380(45.5)	313(37.5)	102(12.2)	21(2.5)	18(2.1)
OSUT	639	348(54.4)	195(30.5)	61(9.5)	14(2.1)	21(3.2)

AIT vs OSUT: $\chi^2_{(4)} = 15.21$ $p < .005$

$\chi^2_{(2)} = 2.97$ $p < .25$

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	770	75(9.7)	101(13.1)	289(37.5)	232(30.1)	73(9.4)
AIT	839	83(9.8)	114(13.5)	296(35.2)	262(31.2)	84(10.0)
OSUT	634	78(12.3)	88(13.8)	232(36.5)	171(26.9)	65(10.2)

BCT vs AIT: $\chi^2_{(4)} = .91$ $p < .95$

AIT vs OSUT: $\chi^2_{(4)} = 4.36$ $p < .50$

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
BCT	772	325(42.0)	310(40.1)	93(12.0)	31(4.0)	13(1.6)
AIT	839	258(30.7)	342(40.7)	158(18.8)	56(6.6)	25(2.9)
OSUT	638	261(40.9)	271(42.4)	81(12.6)	16(2.5)	9(1.4)

BCT vs AIT: $\chi^2_{(4)} = 34.25$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 36.12$ $p < .001$

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

	n	Very High	High	Border-Line	Low	Very Low
BCT	773	297(38.4)	325(42.0)	108(13.9)	27(3.4)	16(2.0)
AIT	840	212(25.2)	337(40.1)	198(23.5)	64(7.6)	29(3.4)
OSUT	641	271(42.2)	235(36.6)	107(16.6)	17(2.6)	11(1.7)

BCT vs AIT: $\chi^2_{(4)} = 57.00$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 62.30$ $p < .001$

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	773	299(38.6)	290(37.5)	122(15.7)	45(15.7)	17(2.1)
AIT	839	262(31.2)	342(40.7)	150(17.8)	69(8.2)	16(1.9)
OSUT	639	244(38.1)	245(38.3)	87(13.6)	50(7.8)	13(2.0)

BCT vs AIT: $\chi^2_{(4)} = 12.00$ $p < .02$ $\chi^2_{(2)} = 3.97$ $p < .25$

AIT vs OSUT: $\chi^2_{(4)} = 9.88$ $p < .05$ $\chi^2_{(2)} = 5.15$ $p < .10$

Item 18: During training my morale has usually been:

	n	Very High	High	Border-line	Low	Very Low
BCT	772	181(23.4)	361(46.7)	168(21.7)	45(5.8)	17(2.2)
AIT	838	163(19.4)	380(45.3)	221(26.3)	54(6.4)	20(2.3)
OSUT	638	141(22.1)	301(47.1)	142(22.2)	35(5.4)	19(2.9)

BCT vs AIT: $\chi^2_{(4)} = 7.02$ $p < .25$

AIT vs OSUT: $\chi^2_{(4)} = 5.02$ $p < .50$

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	776	145(18.6)	311(40.0)	200(25.7)	81(10.4)	39(5.0)
AIT	837	139(16.6)	254(30.3)	242(28.9)	144(17.2)	58(6.9)
OSUT	642	122(19.0)	242(37.6)	177(27.5)	72(11.2)	29(4.5)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 28.96 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 19.78 \quad p < .001$$

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	777	641(82.4)	111(14.2)	19(2.4)	2(.2)	4(.5)
AIT	835	670(80.2)	116(13.8)	34(4.0)	8(.9)	7(.8)
OSUT	635	548(86.2)	69(10.8)	16(2.5)	1(.1)	1(.1)

$$\text{BCT vs AIT: } \chi^2_{(3)} = 6.78 \quad p < .25$$

$$\text{AIT vs OSUT: } \chi^2_{(2)} = 11.51 \quad p < .025 \quad \chi^2_{(1)} = 7.63 \quad p < .01$$

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

	n	A	B	C	D	E
BCT	775	208(26.8)	409(52.7)	134(17.2)	18(2.3)	6(.7)
AIT	840	163(19.4)	391(46.5)	219(26.0)	46(5.4)	21(2.5)
OSUT	642	173(26.9)	321(50.0)	116(18.0)	27(4.2)	5(.7)

$$\text{BCT vs AIT: } \chi^2_{(4)} = 44.37 \quad p < .001$$

$$\text{AIT vs OSUT: } \chi^2_{(4)} = 27.68 \quad p < .001$$

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	774	378(48.8)	287(32.0)	93(12.0)	12(1.5)	4(.5)
AIT	840	381(45.3)	321(38.2)	112(13.3)	19(2.2)	7(.8)
OSUT	640	345(53.9)	213(33.2)	65(10.1)	9(1.4)	8(1.2)

BCT vs AIT: $\chi^2_{(4)} = 3.38$ $p < .75$

AIT vs OSUT: $\chi^2_{(4)} = 12.96$ $p < .02$ $\chi^2_{(2)} = 3.86$ $p < .25$

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	766	134(17.4)	284(37.0)	224(29.2)	92(12.0)	32(4.1)
AIT	836	151(18.0)	294(35.1)	250(29.9)	87(10.4)	54(6.4)
OSUT	639	146(22.8)	251(39.2)	157(24.5)	57(8.9)	28(4.3)

BCT vs AIT: $\chi^2_{(4)} = 5.18$ $p < .50$

AIT vs OSUT: $\chi^2_{(4)} = 13.14$ $p < .02$

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	829	141(17.0)	268(32.3)	244(29.4)	106(12.7)	70(8.4)
OSUT	635	151(23.7)	240(37.7)	153(24.0)	50(7.8)	41(6.4)

AIT vs OSUT: $\chi^2_{(4)} = 25.16$ $p < .001$

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	758	191(25.1)	260(34.3)	176(23.2)	92(12.1)	39(5.1)
AIT	835	171(20.4)	215(25.7)	245(29.3)	138(16.5)	66(7.9)
OSUT	632	132(20.8)	164(25.9)	184(29.1)	116(18.3)	36(5.6)

BCT vs AIT: $\chi^2_{(4)} = 29.99$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 3.26$ $p < .75$

Item 43: The Army has treated me:

	n	Very Fairly	Fairly	Border-line	Un-fairly	Very Unfairly
BCT	764	194(25.3)	393(51.4)	125(16.3)	38(4.9)	14(1.8)
AIT	831	145(17.4)	398(47.8)	199(23.9)	67(8.0)	22(2.6)
OSUT	156	156(24.5)	288(45.2)	133(20.9)	40(6.2)	19(2.9)

BCT vs AIT: $\chi^2_{(4)} = 31.04$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 12.49$ $p < .02$ $\chi^2_{(2)} = 3.27$ $p < .25$

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
BCT	762	91(11.9)	508(66.6)	147(19.2)	13(1.7)	3(.3)
AIT	831	87(10.4)	461(55.4)	220(26.4)	50(6.0)	13(1.5)
OSUT	634	124(19.5)	390(61.5)	97(15.2)	19(2.9)	4(.6)

BCT vs AIT: $\chi^2_{(4)} = 41.96$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 53.30$ $p < .001$

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	772	155(20.0)	273(35.5)	209(27.0)	85(11.0)	50(6.4)
AIT	839	154(18.3)	262(31.2)	224(26.6)	121(14.4)	78(9.2)
OSUT	641	141(21.9)	208(26.8)	172(26.8)	71(11.0)	49(7.6)

BCT vs AIT: $\chi^2_{(4)} = 10.40$ $p < .05$

AIT vs OSUT: $\chi^2_{(4)} = 6.88$ $p < .25$

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

	n	A	B	C	D	E
BCT	768	172(22.3)	219(28.5)	203(26.4)	94(12.2)	80(10.4)
AIT	837	180(21.5)	231(27.5)	205(24.4)	97(11.5)	124(14.8)
OSUT	635	152(23.9)	202(31.8)	141(22.2)	66(10.3)	74(11.6)

BCT vs AIT: $\chi^2_{(4)} = 7.10$ $p < .25$

AIT vs OSUT: $\chi^2_{(4)} = 7.08$ $p < .25$

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
BCT	766	170(22.1)	299(39.0)	142(18.5)	106(13.8)	49(6.3)
AIT	828	124(14.9)	270(32.6)	187(22.5)	151(18.2)	96(11.5)
OSUT	632	133(21.0)	203(32.1)	131(20.7)	108(17.0)	57(9.0)

BCT vs AIT: $\chi^2_{(4)} = 35.59$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 10.63$ $p < .05$

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	830	284(34.2)	46(5.5)	70(8.4)	266(32.0)	164(19.7)
OSUT	631	59(9.3)	23(3.6)	33(5.2)	435(68.9)	81(12.8)

AIT vs OSUT: $\chi^2_{(4)} = 214.28$ $p < .001$

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	762	413(54.1)	324(42.5)
AIT	831	204(24.5)	595(71.6)
OSUT	636	314(49.3)	302(47.4)

BCT vs AIT: $\chi^2_{(1)} = 148.45$ $p < .001$

AIT vs OSUT: $\chi^2_{(1)} = 97.02$ $p < .001$

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	755	56(7.4)	80(10.5)	291(38.5)	216(28.6)	112(14.8)
AIT	833	73(8.7)	92(11.0)	320(38.4)	208(24.9)	140(16.8)
OSUT	634	89(14.0)	76(11.9)	238(37.5)	143(22.5)	88(13.8)

BCT vs AIT: $\chi^2_{(4)} = 3.89$ $p < .50$

AIT vs OSUT: $\chi^2_{(4)} = 12.28$ $p < .02$

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					
BCT	759	200(26.3)	232(30.5)	205(27.0)	64(8.4)	58(7.6)
AIT	829	153(18.4)	217(26.1)	216(26.0)	110(13.2)	133(16.0)
OSUT	628	196(31.2)	181(28.8)	155(24.6)	53(24.6)	43(6.8)

BCT vs AIT: $\chi^2(4) = 45.66$ $p < .001$

AIT vs OSUT: $\chi^2(4) = 57.91$ $p < .001$

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
BCT	760	396(52.1)	157(20.6)	132(17.3)	45(5.9)	30(3.9)
AIT	830	479(57.7)	198(23.8)	81(9.7)	38(4.5)	34(4.0)
OSUT	625	320(51.2)	153(24.4)	94(15.0)	26(4.1)	32(5.1)

BCT vs AIT: $\chi^2(4) = 22.62$ $p < .001$

AIT vs OSUT: $\chi^2(4) = 12.04$ $p < .02$

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	751	143(19.0)	296(39.4)	234(31.1)	50(6.6)	28(3.7)
AIT	823	138(16.7)	243(29.5)	278(33.7)	105(12.7)	59(7.1)
OSUT	627	248(39.5)	217(34.6)	104(16.5)	33(5.2)	25(3.9)

BCT vs AIT: $\chi^2(4) = 36.43$ $p < .001$

AIT vs OSUT: $\chi^2(4) = 139.45$ $p < .001$

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

	n	18 Wks	16 Wks	14 Wks	12 Wks	10 Wks
BCT	---	---	---	---	---	---
AIT	818	115(14.0)	169(20.6)	189(23.1)	193(23.5)	152(18.5)
OSUT	625	29(4.6)	57(9.1)	130(20.8)	278(44.4)	131(20.9)

AIT vs OSUT: $\chi^2_{(4)} = 110.85$ $p < .001$

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
BCT	732	176(24.0)	174(23.7)	217(29.6)	106(14.4)	59(8.0)
AIT	799	236(29.5)	268(33.5)	192(24.0)	68(8.5)	35(4.3)
OSUT	591	58(9.8)	104(17.5)	220(37.2)	146(24.7)	63(10.6)

BCT vs AIT: $\chi^2_{(4)} = 41.83$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 191.57$ $p < .001$

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
BCT	735	126(17.1)	215(29.2)	235(31.9)	74(10.0)	85(11.5)
AIT	801	125(15.6)	189(23.5)	211(26.3)	156(19.4)	120(14.9)
OSUT	595	216(36.3)	221(37.1)	99(16.6)	35(5.8)	24(4.0)

BCT vs AIT: $\chi^2_{(4)} = 35.41$ $p < .001$

AIT vs OSUT: $\chi^2_{(4)} = 181.45$ $p < .001$

Note: The numbers in parenthesis are percentages.

APPENDIX C

ADMINISTRATION INSTRUCTIONS TRAINING ATTITUDE QUESTIONNAIRE (BASIC-AIT)

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

TRAINING COMPANY CADRE SHOULD NOT PARTICIPATE IN ADMINISTERING QUESTIONNAIRES.

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

TRAINEE INSTRUCTIONS

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

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

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

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

PAUSE - ANSWER QUESTIONS, IF ANY

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

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

End of Trainee Instruction

Turn Page

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

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

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

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

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

Commander

MASSTER

ATTN: ATMAS-OP-Q

Fort Hood, Texas 76544

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

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

Major Richard Ladd
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)				
	a	b	c	d	e
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 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

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

(a)

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

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

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

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

**ADMINISTRATION INSTRUCTIONS
TRAINING ATTITUDE QUESTIONNAIRE
(OSUT)**

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

TRAINING COMPANY CADRE SHOULD NOT PARTICIPATE IN ADMINISTERING QUESTIONNAIRES.

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

TRAINEE INSTRUCTIONS

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

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

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

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

PAUSE - ANSWER QUESTIONS, IF ANY

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

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

**End of Trainee Instruction
Turn Page**

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

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

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

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

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

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

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

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

Major Richard Ladd
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)				
	a	b	c	d	e
01	a	b	c	d	e
02	a	b	c	d	e
03	a	b	c	d	e
04	a	b	c	d	e

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

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

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

1. What is your marriage status?

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

2. How old are you?

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

3. Have you had prior active duty military service?

- a. Yes
- b. No

4. What is your military status?

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

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

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

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

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

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

13. I am now:

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

14. In my unit, there is:

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

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

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

16. In my unit the standards of discipline are:

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

17. In my unit I am:

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

18. During my training my morale has usually been:

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

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

25. Do you feel there was enough time to complete the training in the scheduled time periods?
- a. Yes - all the time
 - b. Yes - most of the time
 - c. Borderline - about half the time
 - d. No - seldom
 - e. No - never
26. How many extra hours per week (after normal duty hours, during 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

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