

Research Problem Review 78-4

LEVEL *II*



**AD A 076710 : AN OVERVIEW OF THE ONE STATION UNIT
TRAINING (OSUT) ATTITUDINAL SURVEYS**

D. Griffith

FORT HOOD FIELD UNIT

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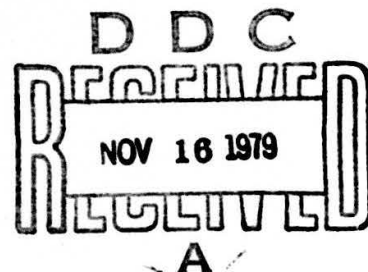
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Army Project Number

2Q763743A775

Human Performance in
Field Assessment

14 ARI - ~~Research~~ Problem Review 78-4

6 AN OVERVIEW OF THE ONE STATION UNIT TRAINING
(OSUT) ATTITUDINAL SURVEYS,

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ARI FIELD UNIT AT FORT HOOD, TEXAS

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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, ARI was tasked by TRADOC 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 five separate MOS training programs. The five training programs and the corresponding ARI research reports are as follows:

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

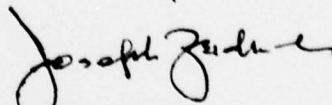
MOS 12B (Combat Engineer) at Fort Leonard Wood, Mo., presented in ARI Research Problem Review 77-5.

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

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

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

This Research Problem Review integrates and summarizes the information contained in the above five reports. The entire project is responsive to special requirements of TRADOC and the office of the Deputy Chief of Staff for Personnel, and to Army Project 2Q763743A775.



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AN OVERVIEW OF THE ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEYS

BRIEF

Requirement:

In the fall of 1975, TRADOC directed that a test be conducted to determine the feasibility of replacing the current 16/17-week Basic Combat Training (BCT)/Advanced Individual Training (AIT) program with a 12- to 15-week One Station Unit Training (OSUT) concept. The TRADOC test plan included a requirement for an attitude survey by the Army Research Institute (ARI) to assess trainee attitudes toward OSUT and to compare the attitudes of trainees graduating from the current BCT/AIT program with the attitudes of trainees graduating from the OSUT program. This report provides a summary of the OSUT surveys conducted at Fort Leonard Wood (MOS 12B), Fort Gordon (MOS 36C), Fort Knox (MOS 11D/E), Fort Sill (MOS 13B), and Fort Bliss (MOS 16P).

Procedure:

At each installation, independent groups of trainees who had completed BCT, AIT, or OSUT were administered a questionnaire assessing attitudes on a variety of biographical and training-related topics. For the purpose of analysis, each of 53 questionnaire items was classified into one of the following categories: background, training intensity, ancillary training, morale, reenlistment, and OSUT opinion. Two comparisons were of primary interest: BCT versus AIT and AIT versus OSUT. Items were analyzed individually. Chi-square tests were used to determine if differences in the pattern of responding between groups were statistically significant ($\alpha = .05$). Whenever statistically significant differences were obtained, a subjective assessment was made concerning the operational significance of the differences. The present review summarizes the conclusions of the individual reports prepared for the surveyed installations.

Findings:

Generally speaking, there was a lack of comparability between the comparison groups with respect to background factors.

With respect to the remaining item categories, only two consistent findings emerged among the installations: (a) BCT was uniformly perceived as more intense than AIT, and (b) BCT respondents tended to perceive their cadre more favorably than did the AIT respondents.

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Although none of the data appear to contraindicate the implementation of OSUT at the surveyed installations, the lack of commonality in the pattern of responding indicates that decisions regarding the implementation of OSUT should be made on an MOS-by-MOS basis.

Utilization of Findings:

These findings affect the implementation of OSUT at the surveyed installations and were incorporated into the TRADOC report of the overall OSUT evaluation RCS ATTNG (OT) 36.

AN OVERVIEW OF THE ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEYS

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AN OVERVIEW OF THE ONE STATION UNIT TRAINING (OSUT) ATTITUDINAL SURVEYS

INTRODUCTION

OSUT is a training concept designed to qualify, motivate, and indoctrinate the U.S. Army trainee in his or her chosen branch. The program is characterized by one station and one set of cadre for the trainee. The program trains to critical entry level skills, integrates normal basic combat training (BCT) and advanced individual training (AIT) subjects into a single training cycle, and reduces time required 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, La. Experience from this program led the U.S. 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 the 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) were identified for testing: MOS 11D and 11E at Fort Knox, Ky.; MOS 12B at Fort Leonard Wood, Mo.; MOS 13B at Fort Sill, Okla.; MOS 16P at Fort Bliss, Tex.; and MOS 36C at Fort Gordon, Ga. In each case, a special OSUT program was designed to produce an initial entry soldier capable of performing a minimal set of critical tasks provided by TRADOC.

PURPOSE

The TRADOC test plan included a requirement for an attitude survey by ARI. The purpose of this survey was to assess trainee attitudes toward OSUT and to compare the attitudes of trainees graduating from the current BCT/AIT program with the attitudes of trainees graduating from the OSUT test program. This report provides a summary of the OSUT surveys conducted at Fort Leonard Wood (MOS 12B), Fort Gordon (MOS 36C), Fort Knox (MOS 11D/E), Fort Sill (MOS 13B), and Fort Bliss (MOS 16P).

PROCEDURE

For the purpose of analysis, 53 questionnaire items (see Appendix) were classified into the following categories: background, training intensity, ancillary training, morale, reenlistment, and OSUT opinion. The background items determined whether or not the comparison groups differed in age, education, reasons for enlisting, etc. The following items are regarded as background items: 1, 2, 3, 4, 5, 6, 7, and 12.

The training intensity items were included to indicate perceived differences in the training environments of the comparison groups. One question concerned whether training was perceived as more intense during BCT or during AIT. A second question asked if the OSUT trainees perceived their training as more intense than did the AIT trainees. The issues addressed under the second question included the amount of free time in the evening, the amount of additional and compensatory training, the number of times an individual was counseled, etc. The training intensity items include the following: 8, 24, 25, 26, 31, 32, 33, 34, 45, 46, 50, and 51.

Ancillary training items were included to assess whether additional factors such as the attitudes, behaviors, and abilities of the training cadres differed for the comparison groups. The following are regarded as ancillary training items: 10, 11, 20, 22, 23, and 27.

The morale items were designed to assess differences, if any, in the attitudes toward the Army and in morale of the comparison groups. The morale items are the following: 9, 14, 15, 16, 17, 18, 19, 21, 29, 30, 35, 40, 41, 43, and 44.

Items directly related to the respondent's likelihood of reenlisting were included in a separate category, because background factors, training factors, and morale factors all contribute to the reenlistment decision. These reenlistment items, therefore, indicate total impact of these factors on reenlistment. Items pertinent to opinions regarding reenlistment include questions 13, 36, and 42.

The final item category concerned the OSUT opinion items. These items addressed opinions intimately related to the OSUT concept, including opinions on the length of the training cycle, whether training should be taken at the same or different posts, etc. These items include the questions 37, 38, 39, 47, 48, 49, 53, and 54.

Items within each category were analyzed individually. For each item, chi-square tests were used to determine whether differences in the pattern of responding were statistically significant ($\alpha = .05$) for the comparison groups. Separate comparisons were made for the BCT versus the AIT groups and for the OSUT versus the AIT group. The former comparisons assessed changes in trainee attitudes between BCT and AIT, whereas the latter comparisons determined whether differences in trainee attitudes would obtain as a result of the shortened training cycle. Whenever statistically significant differences ($\alpha = .05$) were obtained, a subjective assessment was made concerning the operational significance of the differences. These individual assessments then formed a higher order conclusion regarding the item category.

The conclusions concerning the BCT versus AIT comparisons for the different item classes are summarized in Table 1.¹ Table 2 provides a summary of the conclusions for the different item classes for the AIT versus OSUT comparisons. Table 3 presents a summary of the conclusions of the item analyses conducted.

RESULTS

The results summarize the surveys conducted at the separate installations. Detailed data are in the individual OSUT reports.

Background Items

BCT versus AIT Comparisons. At the three installations (Fort Knox, Fort Sill, and Fort Bliss) where BCT and AIT groups were compared, the groups differed significantly on the background items. The attrition during AIT and the policy of assigning men with prior service directly to AIT may account for the differences. Regardless of the reasons, these differences justify serious concern regarding the interpretation of the remaining items.

The response patterns on the remaining questionnaire items possibly are a function of the differences in the background factors rather than a function of the respective training cycles.

AIT versus OSUT Comparisons. Of the four posts at which AIT versus OSUT comparisons were made, only two (Fort Leonard Wood and Fort Bliss) had AIT and OSUT groups that were ostensibly equivalent on the background items. Even at these two posts, a significantly higher percentage of the AIT respondents said they had prior active duty military service. The absolute differences between the groups were less than 6%, however, and the groups were ostensibly equivalent on the remaining background items. (Although the AIT and OSUT groups at Fort Bliss did differ significantly on Item 6, the differences were small, and there were problems inherent in the item itself.) The AIT and OSUT groups at Fort Leonard Wood and Fort Bliss were therefore regarded as comparable. In contrast, the AIT and OSUT groups at Fort Sill and Fort Knox could not be regarded as comparable. The AIT and OSUT groups differed significantly on four of the eight background items at Fort Sill (Items 3, 4, 6, and 7), and on four items at Fort Knox (Items 2, 3, 4, and 5).

¹The BCT versus OSUT comparison at Fort Gordon was made for want of an appropriate control group. Because it was not comparable to the other surveys, the Fort Gordon survey was included in the remaining comparisons.

Table 1

Summary of Conclusions for Item Classes

Item class	BCT versus AIT				
	Fort Gordon	Fort Leonard Wood	Fort Knox	Fort Sill	Fort Bliss
Background	-	-	≠	≠	≠
Intensity	-	-	≠	≠	≠
Ancillary	-	-	≈	≠	≠
Morale	-	-	≈	≠	≈
Reenlistment	-	-	≠	?	≠
OSUT opinion	-	-	≠	≠	?

Note. - = comparisons not made.
 ≈ = approximately equal.
 ≠ = not equal.
 ? = uninterpretable differences.

Table 2

Summary of Conclusions for Item Classes

Item class	AIT versus OSUT				
	Fort Gordon	Fort Leonard Wood	Fort Knox	Fort Sill	Fort Bliss
Background	-	≈	≠	≠	≈
Intensity	-	≈	≠	≠	≈
Ancillary	-	≈	≈	≈	≈
Morale	-	≈	≈	≠	≈
Reenlistment	-	≠	≈	≈	≠
OSUT opinion	-	≠	≠	≠	?

Note. - = comparisons not made.
 ≈ = approximately equal.
 ≠ = not equal.
 ? = uninterpretable differences.

Table 3
Item Analysis

Item class	Fort Leonard Wood	Fort Knox	Fort Sill	Fort Bliss	Fort Gordon
Background					
item					
1	-	a	-	a	c
2	-	a,b	a,b	-	c
3	b	a,b	a,b	a	-
4	-	a,b	a,b	a	c
5	-	a,b	a,b	-	-
6	-	-	b	b	-
7	-	a	a,b	a	-
12	-	-	-	a,b	-
Intensity					
item					
8	b*	-	a,b	-	-
24	b	a,b	a,b	a	c
25	b	b	a,b	a*	-
26	b	b	a,b	a	-
31	b	a,b	a	a,b	-
32	b	-	a,b	a	-
33	b	b	a,b	a,b	-
34	-	a,b	a,b	a	c
45	-	-	a,b	a,b	-
46	-	-	(a)	(a)	-
50	b	(a) (b)	(a) b	(a)	-
51	-	(a) (b)	(a) b	(a)	-
Ancillary					
item					
10	-	-	-	a	-
11	b	b	a	a	-
20	-	a*,b	b	-	c
22	-	-	a	-	-
23	-	a*,b*	b	a*	c
27	-	a	a,b	a*	-
Morale					
item					
9	-	-	(a) b*	(a)	-
14	-	a	-	-	c
15	-	a*,b*	a,b	a	-
16	-	a*	a,b	-	-

Table 3 (continued)

Item class	Fort Leonard Wood	Fort Knox	Fort Sill	Fort Bliss	Fort Gordon
Morale					
item					
17	-	-	a*,b*	-	c
18	-	-	-	a,b	-
19	b	a,b*	a*,b	-	-
21	b*	a*	b	-	-
29	b	b	a,b	-	c
30	-	-	b*	-	-
35	-	-	b	-	-
40	-	(a)	(a) b	(a)	-
41	b	a	a*	a	-
43	-	-	a,b*	a	-
44	-	-	a,b	-	-
Reenlistment					
item					
13	b	a	a	a,b	-
36	b	a,b*	-	b	-
42	-	a,b	a,b	a,b	-
OSUT opinion					
item					
37	b	(a) b	(a) b	(a) b	-
38	b	a,b	a,b	a	c
39	-	-	b	-	-
47	-	a	a,b	a	-
48	b*	b	a,b	-	-
49	b	a,b	a,b	a	c
52	b	(a) (b)	a b	a b	-
53	b	a,b	a,b	a,b	c
54	b	(a) (b)	a,b	a,b	c

Note. - = no statistical difference at .05 level.
a = BCT vs. AIT comparison is different at .05 level.
a* = BCT vs. AIT comparison different at .05 level, but the lack of a meaningful pattern of differences precluded interpretation.
(a) = BCT vs. AIT comparison not made.
b* = AIT vs. OSUT comparison is different at .05 level, but the lack of a meaningful pattern of differences precluded interpretation.
(b) = AIT vs. OSUT comparison not made.
c = BCT vs. OSUT comparison is different at .05 level.

Training Intensity Items

BCT versus AIT Comparisons. At the three stations where BCT versus AIT comparisons were made (Fort Knox, Fort Sill, and Fort Bliss) BCT respondents perceived the training intensity of BCT as higher than the AIT respondents perceived AIT training intensity. None of the intensity indicators was particularly alarming, however, which leads to the conclusion that BCT was not perceived as overly intense by the majority of the BCT respondents.

AIT versus OSUT Comparisons. Training was perceived as more intense by the OSUT than by the AIT respondents at two (Fort Knox and Fort Sill) of the four installations when AIT versus OSUT comparisons were made. The conclusions offered for Fort Leonard Wood and Fort Bliss were that the perceptions of training intensity were ostensibly equivalent for the AIT and OSUT respondents. This latter conclusion was reached as a result of the absence of a consistent pattern of differences among the items (Fort Leonard Wood) or of the small number of items for which significant differences are obtained (Fort Bliss).

Overall Intensity Assessment for AIT and OSUT. Item 51 specifically assessed the pace of training for AIT and OSUT respondents. The means of the percentages from each of the five training installations follow.

Item 51. The pace of training during (Basic and AIT) (OSUT) was:

- A. much too fast
- B. too fast
- C. about right
- D. too slow
- E. much too slow

	A	B	C	D	E
BCT	---	---	---	---	---
AIT	9.5	18.3	52.3	13.9	5.7
OSUT	10.2	21.0	56.8	8.9	2.9

The most striking feature of this item is that a majority of both the AIT and OSUT respondents regarded the pace of training as being about right. It can be concluded, then, that the pace of training did not present problems for the majority of the OSUT respondents.

Ancillary Training Items

BCT versus AIT Comparisons. The conclusions are that perceptions of the training cadre differed significantly at the three posts (Fort Knox, Fort Sill, and Fort Bliss) where BCT versus AIT comparisons were made. The BCT respondents tended to perceive their cadre as more favorable or more knowledgeable than did the AIT respondents. These differences can probably be attributed to the respective time in service of the BCT and AIT respondents rather than to a genuine difference in the caliber of the respective cadres.

AIT versus OSUT Comparisons. The general conclusion is that the AIT and OSUT groups had comparable perceptions of their respective cadres. Nevertheless, the differences in cadre perception at specific posts are noteworthy. At Fort Sill, the OSUT respondents tended to have more favorable perceptions of their NCO's than did the AIT respondents. At both Fort Leonard Wood and Fort Knox, the OSUT respondents tended to have more favorable perceptions of their commanding officers than did the AIT respondents.

Morale Items

BCT versus AIT Comparisons. Fort Sill was the only one of the three posts at which BCT versus AIT comparisons were made where it was concluded that the morale of the BCT respondents was higher than the morale of the AIT respondents. Although there was no significant difference on the item assessing individual professed morale (Item 18), this conclusion was reached because many of the remaining morale items indicated superior morale for the BCT group. The morale difference, however, may be attributed to differences in background factors. It is concluded that at Fort Knox and Fort Bliss, morale level was ostensibly equivalent for both the BCT and AIT respondents.

AIT versus OSUT Comparisons. It is concluded that the level of morale at Fort Leonard Wood, Fort Knox, and Fort Bliss was essentially the same for the AIT and OSUT respondents. The conclusion is that at Fort Sill the morale of the OSUT respondents was higher than the morale of the AIT respondents, even though there was no significant difference on the professed individual morale item (Item 18). This conclusion was reached because many of the remaining morale items indicated superior morale for the OSUT group. Again, it is possible that this morale difference is attributable to differences in background factors.

Overall Morale Assessment. Item 18 is summarized because it is the item that directly assessed individual morale. The mean of the percentages for each installation is presented.

Item 18. During my training my morale has usually been

	Very high	High	Border- line	Low	Very low
BCT	21.5	46.4	23.0	6.6	2.2
AIT	21.5	45.9	23.8	5.8	2.6
OSUT	22.3	48.1	21.1	6.0	2.3

This summary substantiates the overall conclusion that there were no major morale problems and that individual morale was ostensibly the same over all conditions.

Reenlistment Items

BCT versus AIT Comparisons. It is concluded that at the end of their respective training cycles at Fort Knox and Fort Bliss, the BCT respondents were more likely to reenlist than the AIT respondents. At Fort Sill, the data were equivocal.

AIT versus OSUT Comparisons. It is concluded that at Fort Leonard Wood and Fort Bliss, at the end of their respective training cycles the OSUT respondents were more likely to reenlist than the AIT respondents. It is concluded that there was no difference between the groups at Fort Knox. Although the OSUT respondents at Fort Sill did not express more serious career intentions than the AIT respondents, the OSUT respondents were more likely to recommend enlistment to a friend.

OSUT Opinion Items

BCT versus AIT Comparisons. The BCT versus AIT comparisons indicated significant differences at all three posts where comparisons were made (Fort Knox, Fort Sill, and Fort Bliss). The differences obtained at Fort Knox and Fort Sill seem to reflect a basic conservatism in that respondents tended to express preferences for policies related to their own training. No consistent pattern of differences can be discerned with the Fort Bliss comparisons.

AIT versus OSUT Comparisons. Significant differences were obtained on the OSUT opinion items at all four posts (Fort Leonard Wood, Fort Knox, Fort Sill, and Fort Bliss) where AIT versus OSUT comparisons were made. With the exception of Fort Bliss, these differences seem to reflect a basic conservatism in that respondents tended to express preferences for policies related to their own training. Again, no consistent pattern of differences can be discerned with the Fort Bliss comparisons.

Overall Acceptance of the OSUT Concept. The following items were selected because of their direct bearing upon the overall acceptance of OSUT by the trainees. The summaries represent means of the percentage estimates obtained at each post. Of all the items included in the questionnaire, Item 37 bears most directly on the acceptance of OSUT.

Item 37. If I had my training to do over again, I would prefer

- 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.

	A	B	C	D	E
BCT	---	---	---	---	---
AIT	24.4	8.6	14.7	33.5	17.0
OSUT	14.1	6.7	13.1	53.4	12.4

Item 37 was not administered to the BCT respondents. It is noteworthy that the modal response for both the AIT and OSUT respondents is alternative "D," i.e., the OSUT cycle. Moreover, a majority of the OSUT respondents selected this alternative. That AIT is not as much preferred by the AIT respondents as by the OSUT respondents is evidence for the conservatism mentioned above.

Item 38 indicates that a majority of both the AIT and OSUT respondents preferred to save their leave until they were MOS qualified. That a majority of the BCT respondents preferred to have their leave prior to becoming MOS qualified is attributed to their relative inexperience.

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.

	A	B
BCT	58.1	37.9
AIT	24.9	71.5
OSUT	34.2	62.6

Item 49 indicates that a majority of all three groups felt that it is desirable to stick with the same group of trainees until they are MOS qualified. A stronger preference was expressed by the OSUT respondents, which again illustrates a basic conservatism.

Item 49. Going through (both basic and advanced individual training) (OSUT) with the same group of trainees (instead of being split up after basic) (rather than being split up midway through the cycle) is

- A. extremely desirable
- B. desirable
- C. of no importance
- D. undesirable
- E. extremely undesirable

	A	B	C	D	E
BCT	21.0	37.8	29.5	7.6	3.8
AIT	19.9	31.4	33.2	9.8	5.4
OSUT	35.5	34.6	21.4	5.4	2.8

Item 52 summarizes AIT and OSUT trainees' opinions regarding the length of the entire training cycle. Note that a majority of the AIT respondents thought that their total training cycle was too long.

Item 52. The length of (combined basic and AIT) (OSUT) should be about

	18 wks	16 wks	14 wks	12 wks	10 wks
BCT	---	---	---	---	---
AIT	17.8	23.5	23.7	19.5	15.5
OSUT	8.0	16.3	22.7	33.2	19.8

Item 53 indicates that whereas the majority of the BCT and AIT respondents thought it desirable to change posts between BCT and AIT, a majority of the OSUT respondents either were indifferent to the issue or regarded it as undesirable. Again, this difference indicates a basic conservatism, in that trainees tended to express preferences for policies related to their own training.

Item 53. Transferring to another Army post (after basic training and prior to AIT) (for the last half of training I received) is

- A. extremely desirable
- B. desirable
- C. of no importance
- D. undesirable
- E. extremely undesirable

	A	B	C	D	E
BCT	25.2	28.7	26.9	12.0	6.8
AIT	24.4	29.7	28.6	11.4	5.6
OSUT	12.4	21.9	34.7	19.6	11.2

Item 54 indicates that over two-thirds of the OSUT respondents felt that it is desirable to keep the same training cadre throughout the entire training cycle. Again, the basic difference between the OSUT and the BCT and AIT respondents seems to lie in this basic conservatism that tends to express preferences particular to the individual's experience.

Item 54. Keeping the same cadre for (both basic and AIT) (all of OSUT) is

- A. extremely desirable
- B. desirable
- C. of no importance
- D. undesirable
- E. extremely undesirable

	A	B	C	D	E
BCT	18.0	30.8	31.9	9.8	9.3
AIT	15.3	22.1	26.7	17.5	18.1
OSUT	31.3	35.5	20.2	6.9	5.8

In conclusion, it appears there is a general acceptance of OSUT policies.

CONCLUSIONS

Table 3 indicates very little commonality among the different installations with respect to individual items. As far as item classes are concerned, the BCT versus AIT comparisons reveal the following: (a) BCT is uniformly perceived to be more intense than AIT, and (b) BCT respondents tend to perceive their cadre as more favorable than do the AIT respondents. As far as the OSUT-AIT comparisons are concerned, no consistent comparisons were made.

Overall, there is nothing in any of the OSUT attitudinal surveys that clearly contraindicates the implementation of OSUT. However, at least three caveats need to be offered.

The first caveat concerns the lack of commonality among the five OSUT evaluations. This failure to find common trends across comparisons indicates that OSUT should be evaluated on an MOS-by-MOS basis, because the consequences of the implementation of OSUT appear to be unique for each particular MOS.

The second caveat concerns the specific comparisons made. In general, the lack of comparability in background factors made the attribution of the results of any of the remaining items to the effects of training cycle highly tenuous. None of the comparison groups is precisely equivalent; that is, all comparison groups differ with respect to at least one background item.

The third caveat concerns both the comparisons and the absolute response patterns obtained. OSUT was an innovative and experimental program at the time the surveys were administered, and it is quite possible that this situation influenced the results. Particularly if the respondents were aware of the differences between the OSUT and the conventional programs, the innovative nature of OSUT and the fact that OSUT was shorter than the conventional program could have pronounced effects. Moreover, once the OSUT programs have had sufficient "burn-in" time, that is, after a reasonable number of iterations of the OSUT cycle, the utilization of OSUT should become more efficient.

In short, there is little reason to assume that if the attitudinal survey were repeated 1 year from now, the same pattern of results would necessarily be obtained.

REFERENCES

- Griffith, D. Fort Bliss One Station Unit Training (OSUT) Attitudinal Survey. ARI Research Problem Review 77-7.
- Griffith, D. Fort Gordon One Station Unit Training (OSUT) Attitudinal Survey. ARI Research Problem Review 77-8.
- Griffith, D. Fort Knox One Station Unit Training (OSUT) Attitudinal Survey. ARI Research Problem Review 77-4.
- Griffith, D. Fort Leonard Wood One Station Unit Training (OSUT) Attitudinal Survey. ARI Research Problem Review 77-5.
- Griffith, D. Fort Sill One Station Unit Training (OSUT) Attitudinal Survey. ARI Research Problem Review 77-6.

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APPENDIX
QUESTIONNAIRES

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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)				
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

(a)

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

(a)

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

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

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

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

ADMINISTRATION INSTRUCTIONS
TRAINING ATTITUDE QUESTIONNAIRE
(OSUT)

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

TRAINING COMPANY CADRE SHOULD NOT PARTICIPATE IN ADMINISTERING QUESTIONNAIRES.

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

TRAINEE INSTRUCTIONS

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

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

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

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

PAUSE - ANSWER QUESTIONS, IF ANY

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

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

End of Trainee Instruction

Turn Page

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

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

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

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

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

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

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

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

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

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

Dr. Douglas Griffith
MASSTER
ATTN: ARI Field Unit
Fort Hood, TX 76544
AUTOVON: 737-1315

TRAINING ATTITUDE QUESTIONNAIRE (OSUT)

INSTRUCTIONS

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

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

Each question should be answered by circling the letter on your answer sheet which is next to the answer which best describes your feeling. See sample question 3 below:

SAMPLE QUESTION

3. How old are you?

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

If you are 19 years old you should circle the letter c on your answer sheet for question 3, as has been done below, since the letter c corresponds to your correct age of 19 on the questionnaire.

QUESTION NUMBER	RESPONSES (CIRCLE ONE)				
01	a	b	c	d	e
02	a	b	c	d	e
03	a	b	c	d	e
04	a	b	c	d	e

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

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

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

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

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

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

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

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

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

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

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

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

53. Transferring to another Army post for the last half of the training I received is:

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

54. Keeping the same cadre for all of OSUT is:

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