



# USAREUR/7A OPTEMPO and PERSTEMPO Study

In-Progress Report (IPR 1)  
September 1999

**Prepared by the U.S. Army Medical Research Unit-Europe**

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U.S. Army Medical Research Unit-Europe, Walter Reed Army Institute of Research,  
U.S. Army Medical Research and Materiel Command



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## Purpose

- Present preliminary findings of the joint U. S. Army, Europe & Seventh Army and U. S. Army Medical Research Unit-Europe OPTEMPO/PERSTEMPO study.



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## Summary of Findings (1 of 2)

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**This technical brief represents the preliminary findings from the first of eight data collection efforts of a two-year longitudinal study designed to assess the impact of operations and personnel tempo on soldier and unit readiness.**

**When completed, this study will incorporate over 50 outcome measures involving 10 company-size units.**

- **Soldiers reported that deployments should last no longer than 5 months, and that there should only be two deployments during a three year tour.**
- **Officers and senior NCOs report working more than 12 hours a day.**
- **Combat arms units had a higher deployment tempo than CS and CSS units.**
- **High workload resulted in more sick call visits and in soldiers performing fewer days of physical exercise.**



## Summary of Findings (2 of 2)

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- **Soldiers who reported no physical health symptoms achieved higher scores on their overall APFT than soldiers who did.**
- **Deployment experience increased unit cohesion and soldier's perspective of leadership, but it did not affect soldier morale.**
- **Training increased soldiers' pride in the military and their perception of their unit's combat readiness.**
- **Alcohol consumption increases as soldiers (E1-E4) are required to work during their "normal" days off.**
- **General wellbeing of officers and soldiers declines when leave or pass days are lost or cancelled.**
- **Soldiers can work up to 11 hours a day before reporting that family commitments are jeopardized.**
- **Soldiers report that while long work hours are a key reason they are leaving the military, too many military deployments are not.**



# OPTEMPO Soldier & Unit Performance Models: STP G

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- The U.S. Army Medical Research and Materiel Command established a specific Science and Technology Program (STP G) beginning in FY00 to address the issue of OPTEMPO and PERSTEMPO and readiness.
- This program will consist of four separate, but integrated, components:

## **1. OPTEMPO/PERSTEMPO Study (Soldiers and Units)**

- 10 Company, two-year longitudinal study
  - Time 1 data collection completed
  - Time 2 data collection begins OCT 99
- Kosovo Soldier Study
  - Pre-deployment (complete)
  - Mid-deployment (SEP 99)
  - Post deployment (DEC 99)

## **2. Senior Leader Study** (in progress)

## **3. War Planners Study** (under development)

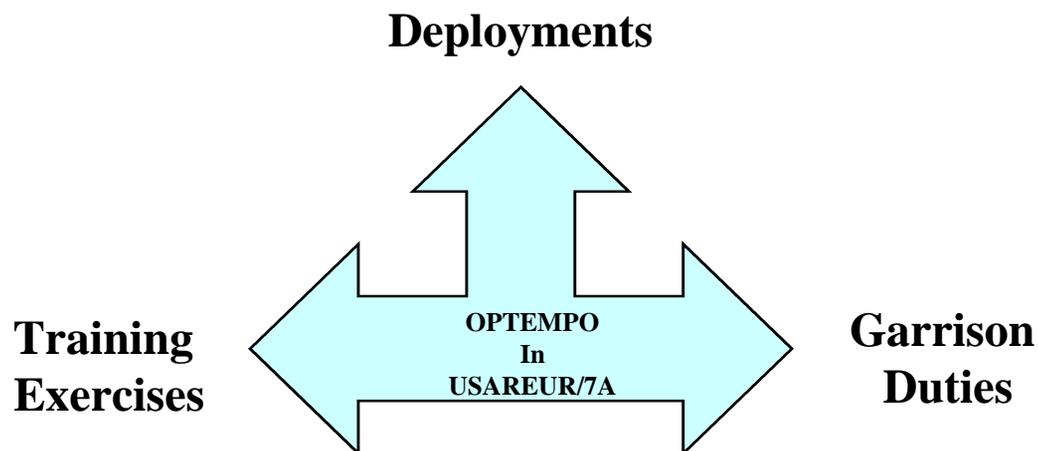
## **4. Family OPTEMPO/PERSTEMPO Study** (under development)



## OPTEMPO/PERSTEMPO: 3 Components

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- **Deployments:** Peacekeeping, humanitarian, and combat.  
- including PfP, SETAF missions
- **Training/Exercises:** Field exercises, schools, and TDYs.
- **Garrison Duties:** Rear detachment and garrison support.
- During the course of the study, data will be collected in each of these environments.

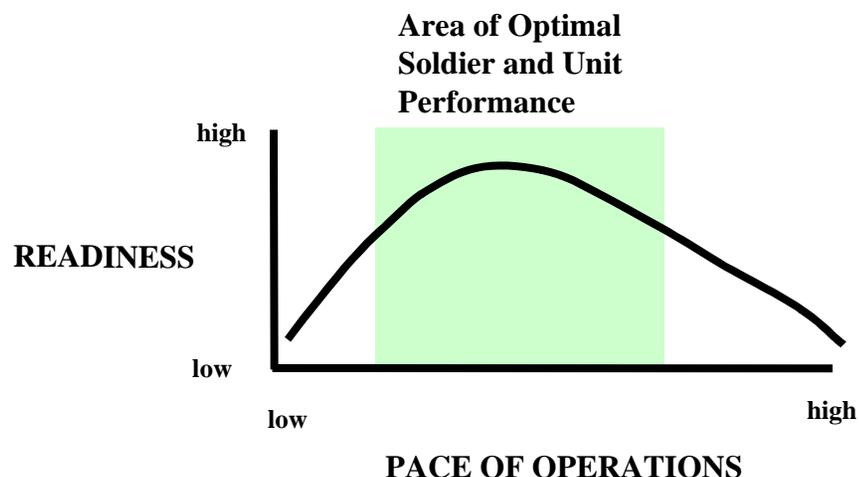




# Research Model

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## Hypothetical Relationship between OPTEMPO & Readiness



- There are levels of OPTEMPO that *enhance* unit and soldier readiness.
- There are also levels of OPTEMPO that *decrease* unit and soldier readiness.
- Military deployments, training exercises, and garrison duties are useful in maintaining soldier and unit readiness. It is only when these levels are either very high or very low that soldier and unit readiness declines.



# Research Design

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**Units** - Assessment involves 10 companies, both divisional and non-divisional units.

- 4 DIV (1 each CA & CS/CSS units from 1 AD and 1 ID)
- 2 CORPS-level (units from 69th ADA; and 11th AVN REG)
- 4 EAC (21st TSC (2) and SETAF(2))

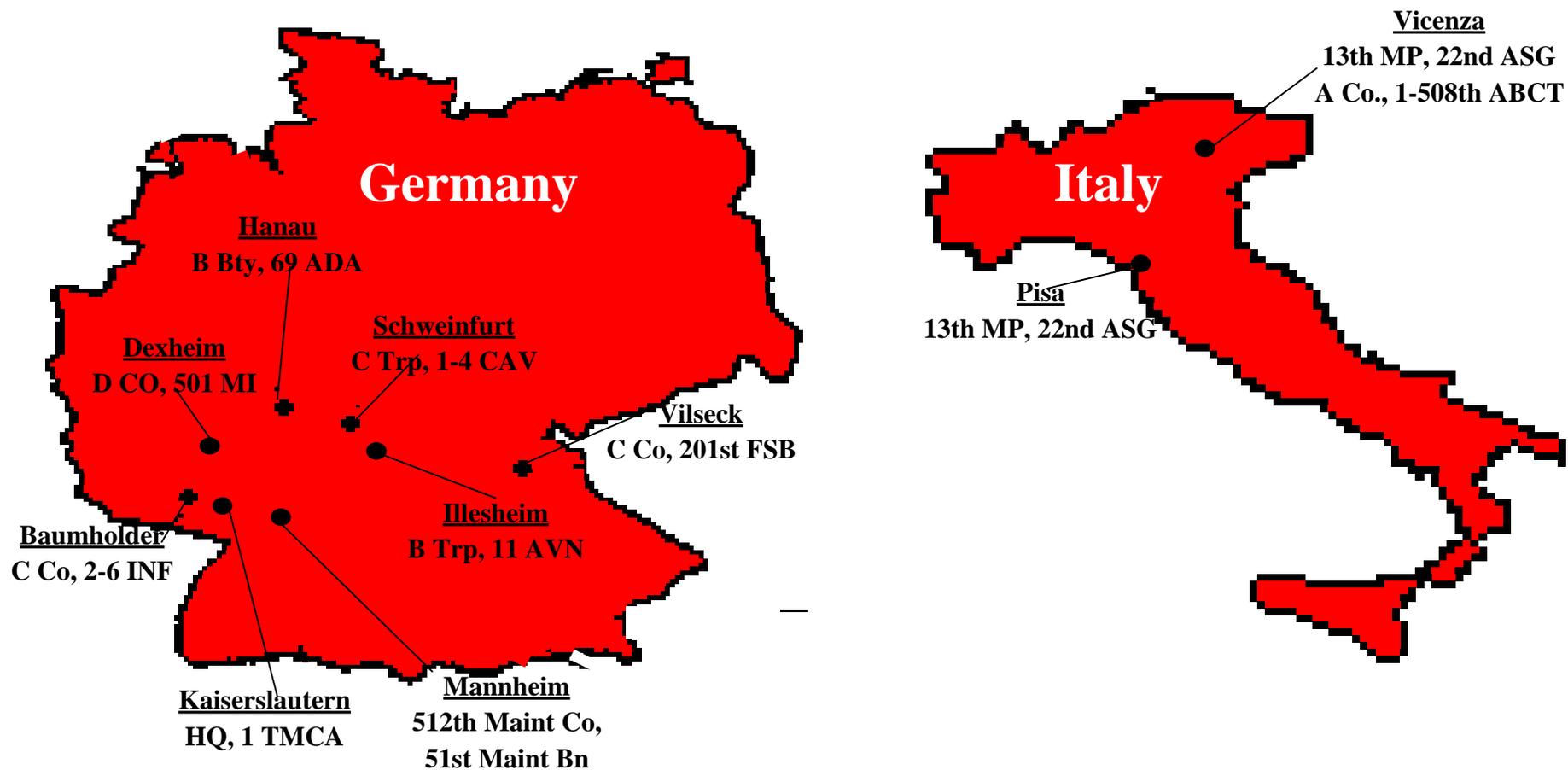
**Longitudinal** - The same 10 companies will be followed over a 2 year period (JUN 1999-JUN 2001). The goal is to assess each company in garrison, during training, and during deployment.

**Use of Available Data Sources:** The study is designed to also incorporate data already routinely collected by the units under study.



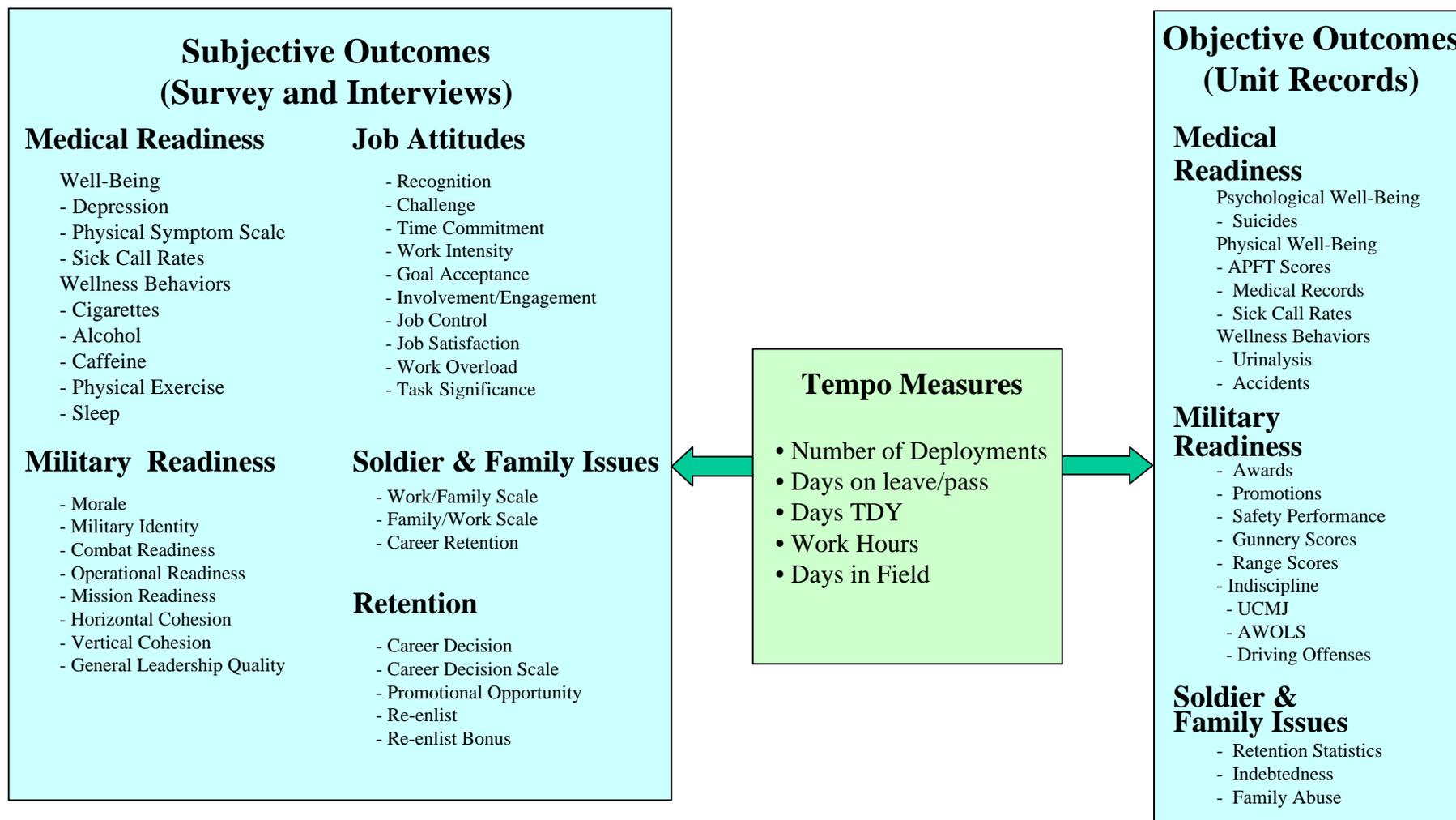
# Units

- Report is based on 9 units, 768 soldier surveys, and over 100 interviews.



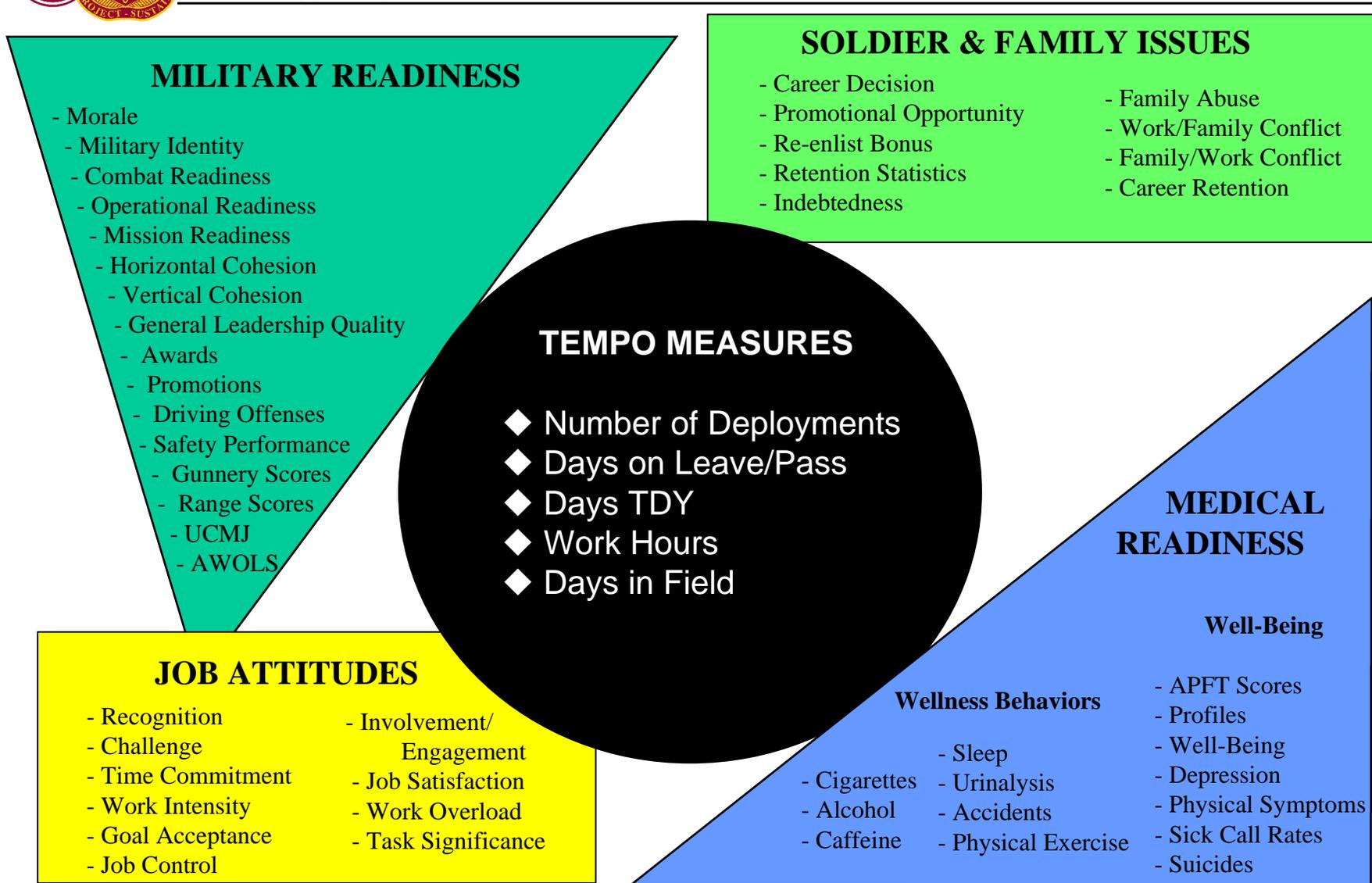


# Source of Outcome Measures





# Category of Outcome Measures

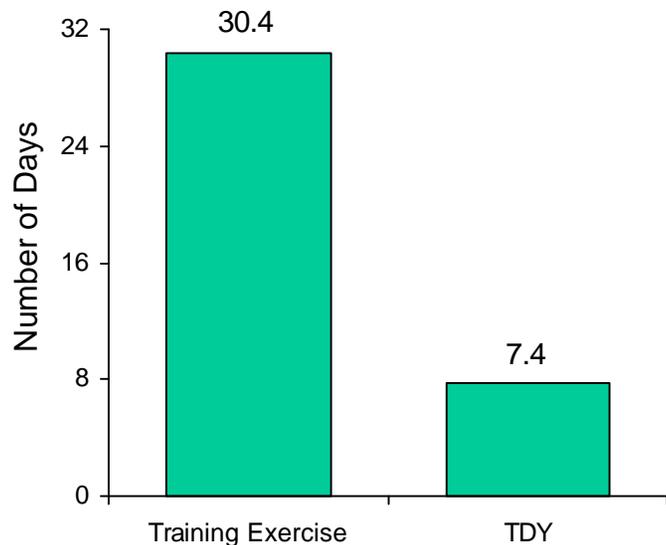




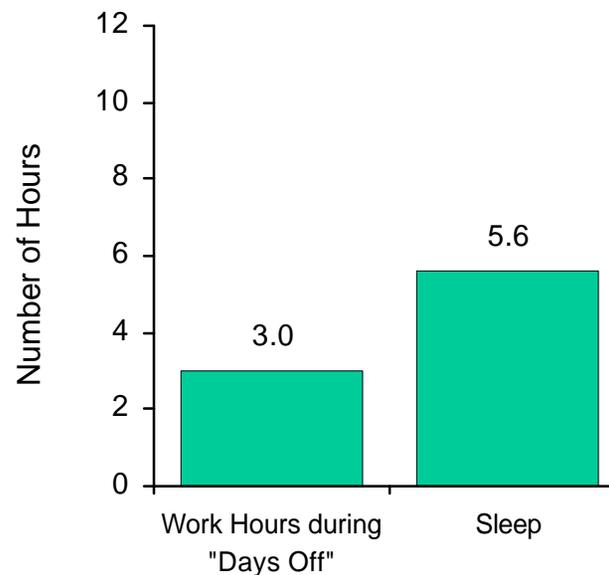
## Soldier and Leader Tempo

- Workload was based on the number of hours and days that soldiers and leaders reported working, and the amount they slept each night.
- Personnel tempo was determined by the number of days that soldiers and leaders participated in a training exercise and number of days on temporary duty.

In the past 6 months, what is the average number of days:



In the past week, what is the average number of hours per day of:

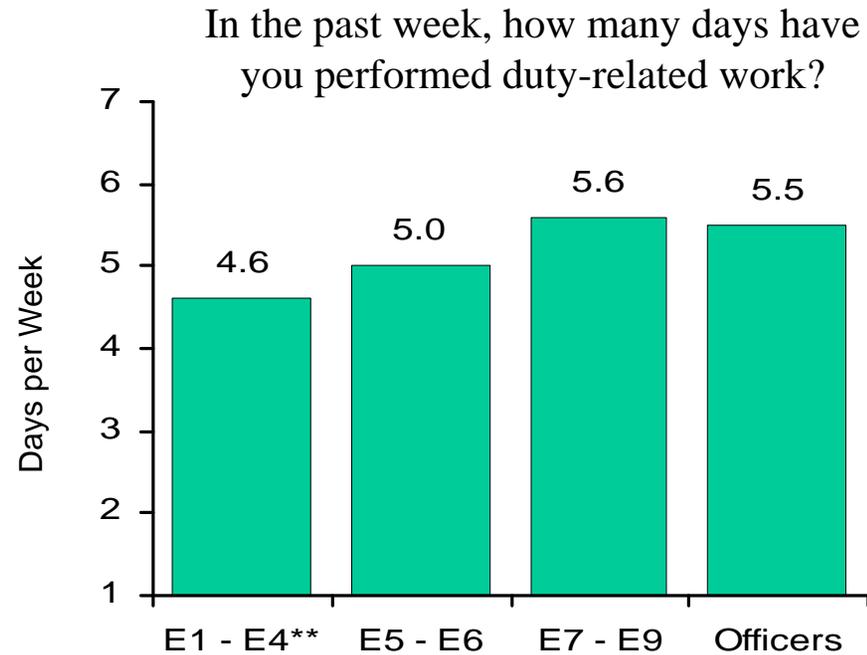
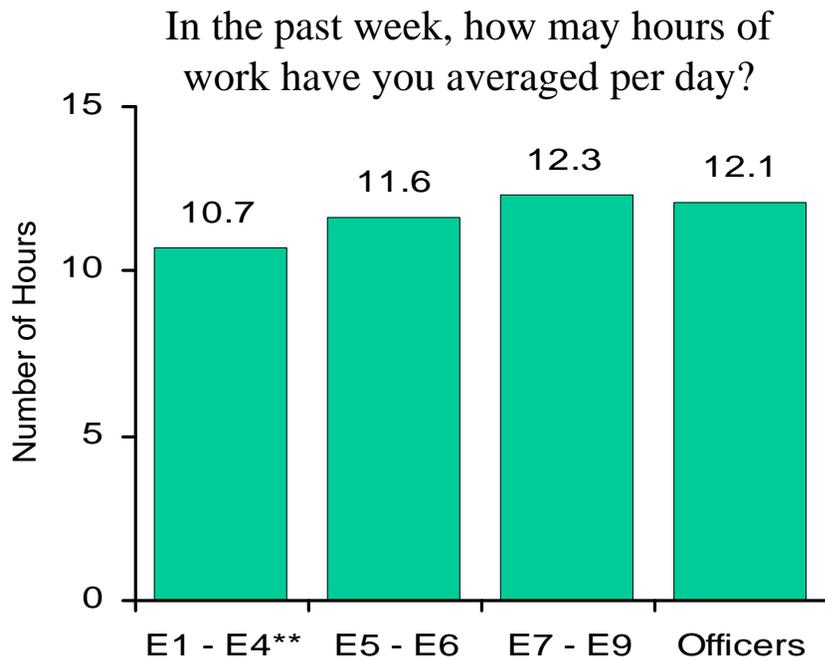




# Work Hours by Rank

Rank	
E1-E4	56.7%
E5-E6	32.4%
E7-E8	4.9%
Officers	7.4%

- NCOs and officers reported working significantly more hours than junior enlisted.
- For the enlisted population, as rank increased hours of work per day ( $r=.16$ ) and number of days worked ( $r=.15$ ) also increased\*.



\* $p = .01$  / \*\* $p < .001$



# Deployment Tempo by Rank

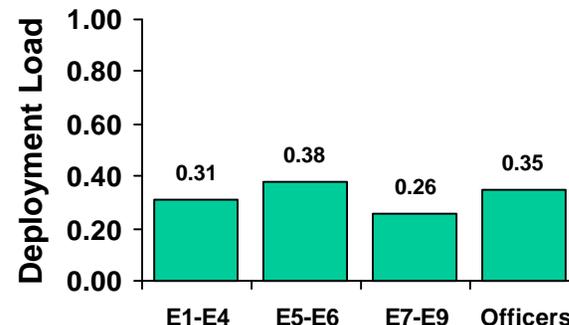
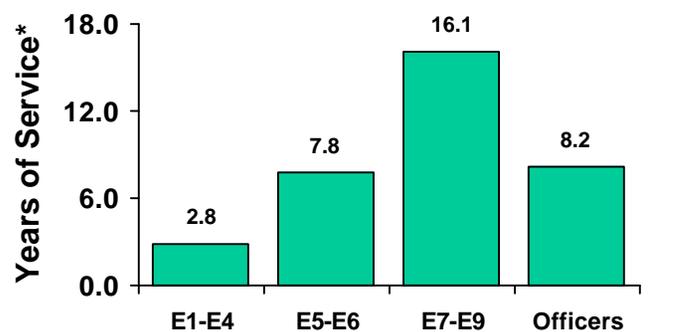
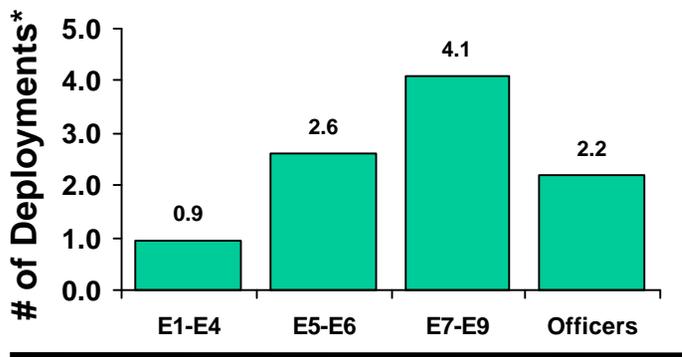
## Deployment History

OJE-OJF (Bosnia)	20.7%
ODS/S (Gulf War)	9.4%
Provide Comfort (Kuwait)	6.9%

- Deployment Tempo Equations:

$$\text{Deployment Load} = \frac{\text{\# of Deployments}}{\text{Years of Military Service}}$$

$$\text{Deployment Intensity} = \frac{(\text{\# of Deployments})(\text{Deployment Length})}{\text{Years of Military Service}}$$



- There is no difference in deployment load for NCOs, junior enlisted, and officers.

\* p < 0.001

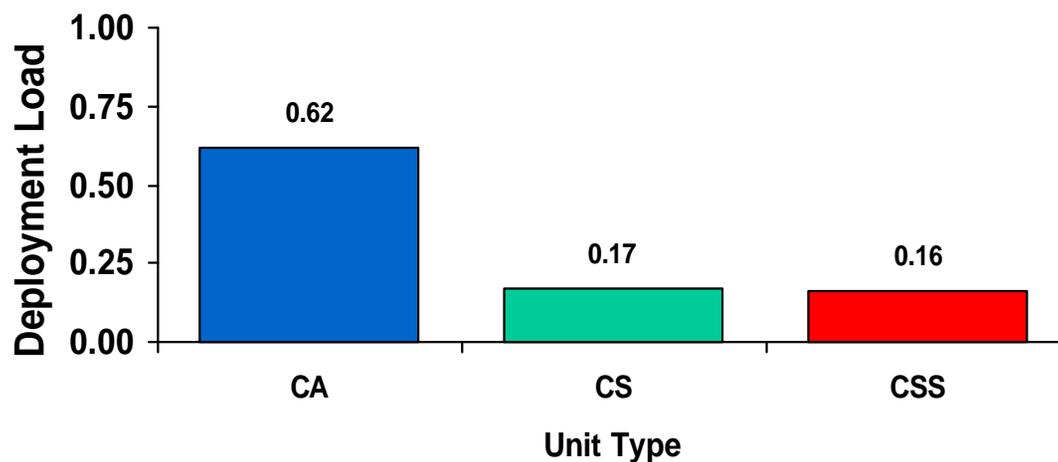


# Deployment Load by Unit Type

- Units had significant differences in average deployment load. Soldiers in Combat Arms units had the highest deployment load.

$$\text{Deployment Load} = \frac{\text{\# of Deployments}}{\text{Years in Military}}$$

	Number of Soldiers
CA	278
CS	201
CSS	270





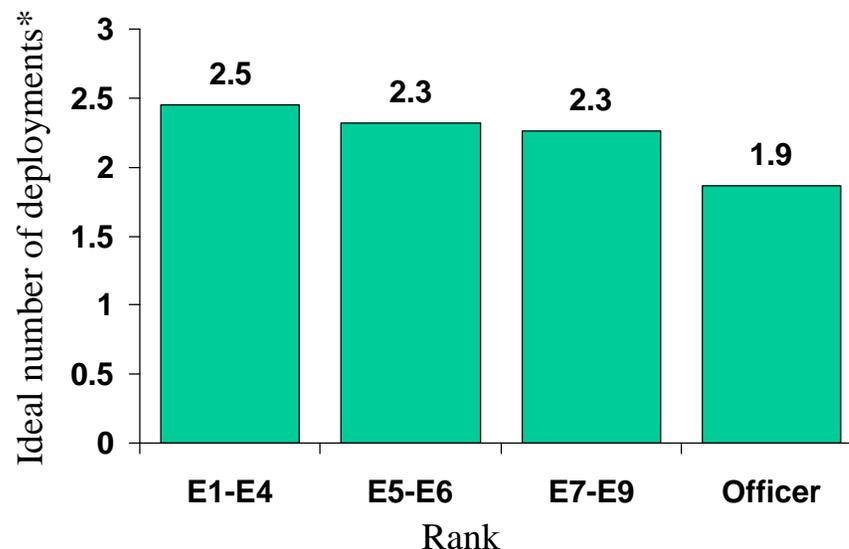
# Military Deployments: Soldier Attitudes

## Deployment Length

- Soldiers reported that a deployment should not last longer than 5 months.
- Soldiers who have never deployed reported that deployments should last longer compared to soldiers with deployment experience (5.2 vs. 4.7 months).

## Multiple Deployments

- Overall, soldiers reported that two (2.4) deployments within a three-year period is ideal.
- Junior enlisted soldiers reported the highest ideal number of deployments when compared to NCOs and officers.



\*p<.05



# OPTEMPO/PERSTEMPO and Military Readiness

HIGHER  
OPTEMPO/PERSTEMPO



GREATER  
MILITARY READINESS

## MEASURES

OPTEMPO/PERSTEMPO  
Deployment Experience



No effect

Training and TDY Days



Hours of Work per Day

No effect

MILITARY READINESS

Unit Cohesion  
Leadership Quality Scale  
Combat Readiness Attitudes

Combat Readiness Attitudes  
Soldier Pride

Awards



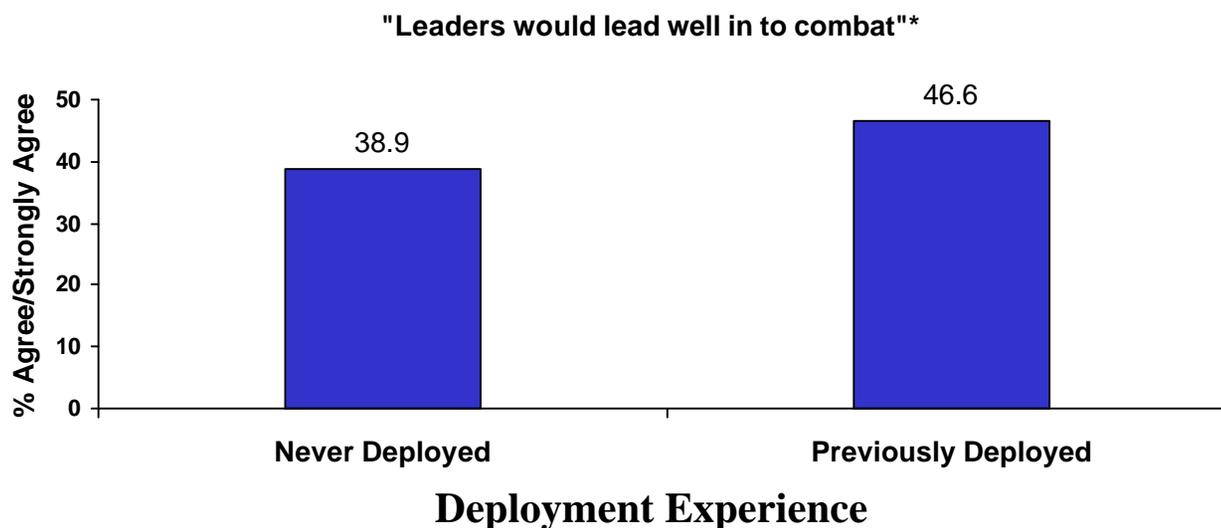
## Military Readiness: Leadership Qualities

- Soldiers who have previously deployed scored higher on the Leadership Qualities scale compared to soldiers who did not deploy (8.92 v 9.48,  $t(755) = -2.56, p < .05$ )

### Previously Deployed for any Military Operation

YES	50.0%
NO	50.0%

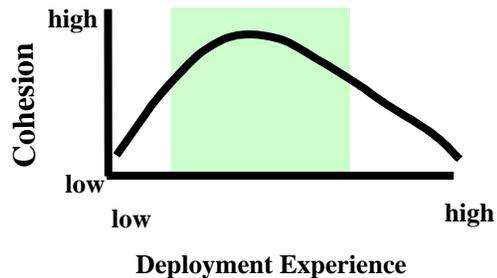
- For example, soldiers who deployed were more likely to report that their leadership was ready for combat compared to soldiers who have never deployed.
- Deployment experience did not affect levels of operational or combat readiness.



\*  $p < 0.05$



# Military Readiness: Morale and Cohesion

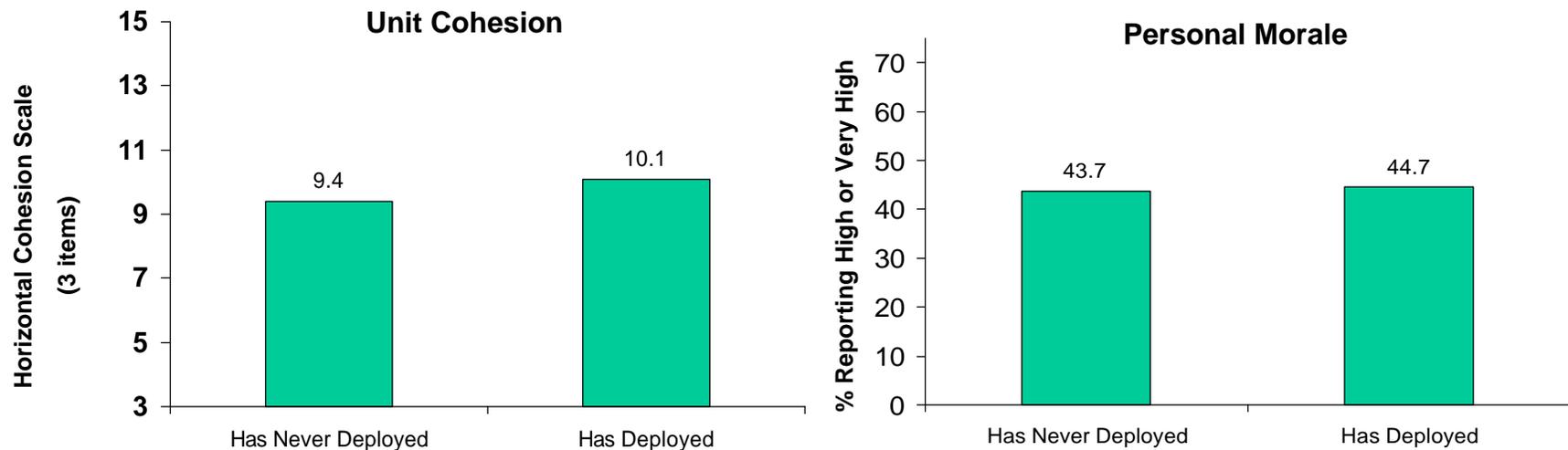


- Soldiers with deployment experience had significantly higher unit cohesion ratings than those without deployment experience ( $t(756) = -3.17, p < .01$ ).

## High Personal Morale by Rank

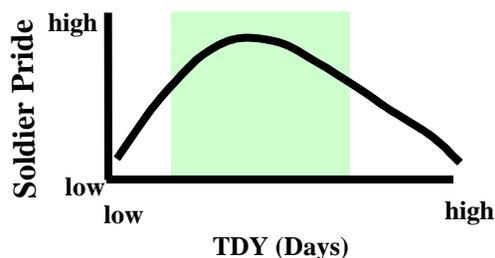
E1 - E4: 39.6%  
 E5 - E6: 45.5%  
 E7 - E9: 75.7%  
 Officers: 56.0%

- Deployment experience did not effect levels of personal morale.



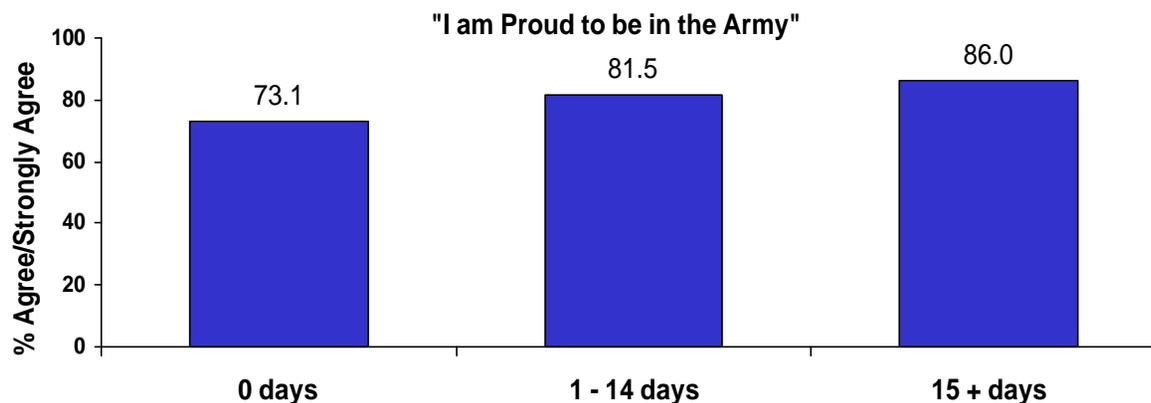


# Military Readiness: Soldier Pride



**Participated on TDY: 74.6%**  
**Average number of days<sup>1</sup> on TDY: 22.8**

- Soldiers who participated in more TDYs had more soldier pride compared to soldiers who participated in fewer TDYs ( $r=.112$ )\*.
- For example, soldiers with over 15 days of TDYs were more likely to report that they are proud to in the Army compared to soldiers who had 14 days or less of TDYs.
- There was no significant relationship number of TDY days and feelings of job engagement/involvement.

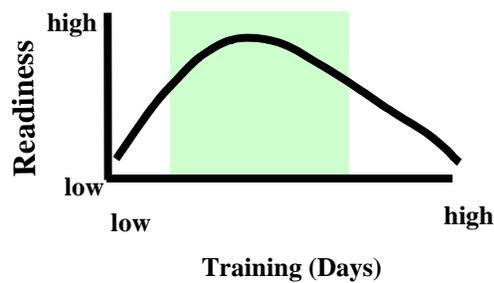


\*  $p < 0.05$

<sup>1</sup>Of those who participated on at least one TDY



# Military Readiness: Combat & Operational Readiness

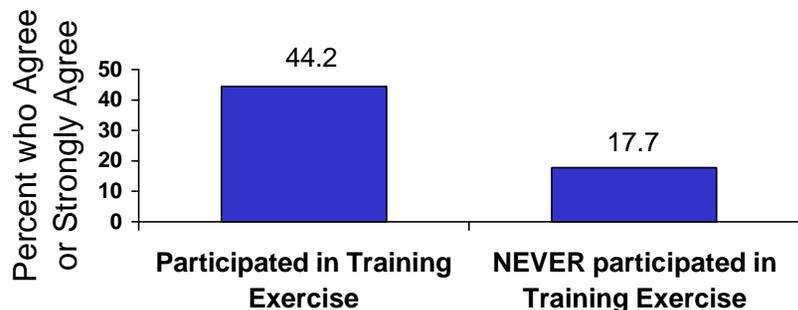


- Soldiers who have been on at least one training mission in the past six months reported more combat readiness (7.96 v 8.71,  $t(159)=-2.79$ ,  $p<.01$ ) and operational readiness (10.77 v 12.59,  $t(759)=-4.96$ ,  $p<.01$ ) when compared to soldiers who had not been on any training missions.

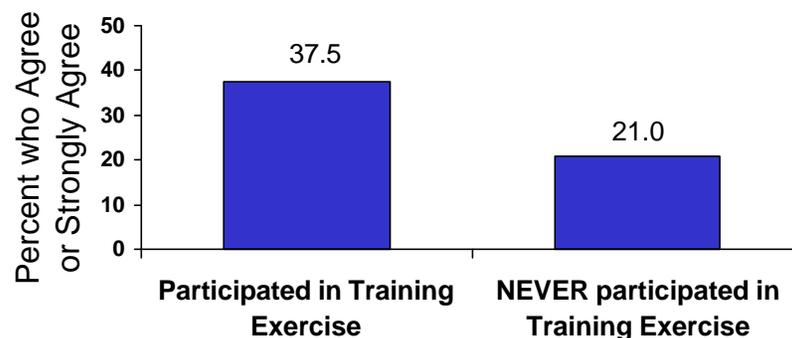
**Participated in a Training Exercise: 83.6%**  
**Average Number of Days Training<sup>1</sup>: 36.4**

- For example, soldiers who have training experience stated that their level of training is high and their company is ready for combat.

"I think the level of training in this company is high"\*



"My company is ready for combat"\*



\*  $p < 0.001$

<sup>1</sup>Of those who participated on at least one training exercise.



## Military Readiness: Performance Measures

- There were no differences in number of work hours per week or in having been on a deployment between soldiers who received an award and those who did not.

<b>Number of hours of work per day*</b>		<b>Percent who have Deployment Experience*</b>
Received Award            11.1		Received Award            3.9
Did Not Receive Award   11.1		Did Not Receive Award   3.1

Percent agreeing that officers in their unit let soldiers know when they've done a good job\*

Received Award	50.0%
Did Not Receive Award	53.4%

\*No significant difference.

<sup>1</sup>Awards include MSM, ARCOM and AAM



# OPTEMPO/PERSTEMPO and Medical Readiness

OPTEMPO/PERSTEMPO

MEDICAL READINESS

## MEASURES

### OPTEMPO/PERSTEMPO

Work Overload Perceptions

Fewer Hours of Sleep

Loss of Leave/Passes

Loss of Leave/Passes

Hours Worked on Days Off

### MEDICAL READINESS

Sick Call Visits

Less Exercise

Depression

Lower General Wellbeing

Alcohol Consumption (E1-E4 only)



# Medical Readiness: Sick Call Rates

**Percent who reported to sick call at least once:**

**27%**

**Range across units in reporting to sick call at least once:**

**1% to 43%**

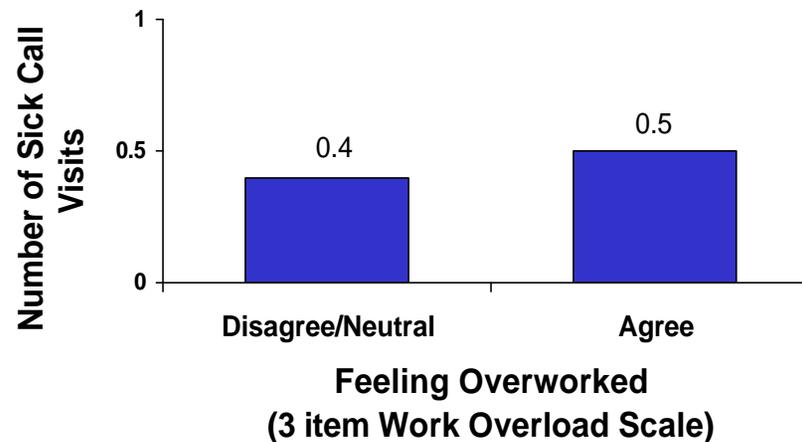
## Health Care Services

Went to a health care provider in the past 30 days:

**38.2%**

Rank Differences: None

- Number of physical symptoms reported were correlated with number of sick call visits ( $r=.21$ ,  $p<.001$ ).
- Perceptions of work overload were correlated with number of sick call visits ( $F(1, 680) = 11.34$ ,  $p<.001$ ).





# Medical Readiness: Physical Wellbeing

## APFT Scores

Pass: 95.3%  
Fail: 4.7%

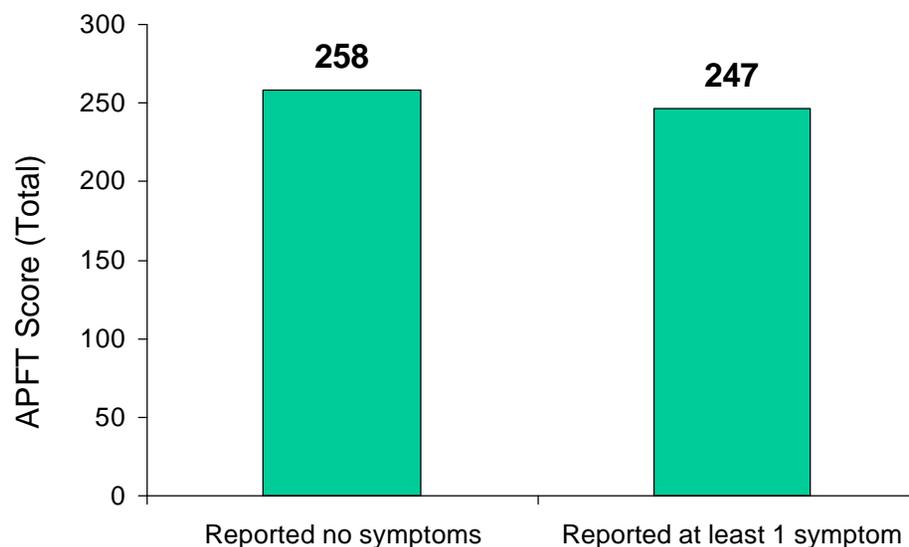
## Percent on Profile:

Temporary: 11.6 %  
Permanent: 1.3%

## Predicting APFT Scores:

For every visit to sick call, there is an associated APFT score drop of 8 points.

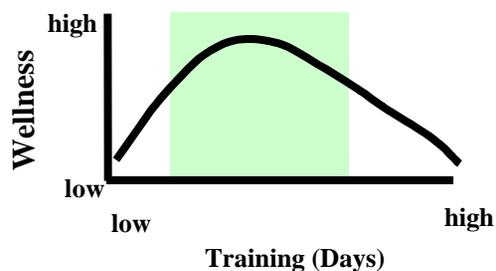
- In terms of PERSTEMPO measures, soldiers who reported at least one physical health symptom were similar to soldiers who reported no physical health symptoms
- Soldiers who reported no physical symptoms achieved higher scores on their overall APFT test than soldiers who reported at least one symptom<sup>1</sup> ( $t(440)=3.02, p<.01$ ).



<sup>1</sup>Reported Often or Very Often



# Medical Readiness: Wellness Behaviors



**Percent who exercised :** 82.6%

**Rank Differences:**  
None

**Used Nicotine in Past Week:** 48.8%

**Rank Differences:\***

Soldiers 54.8%

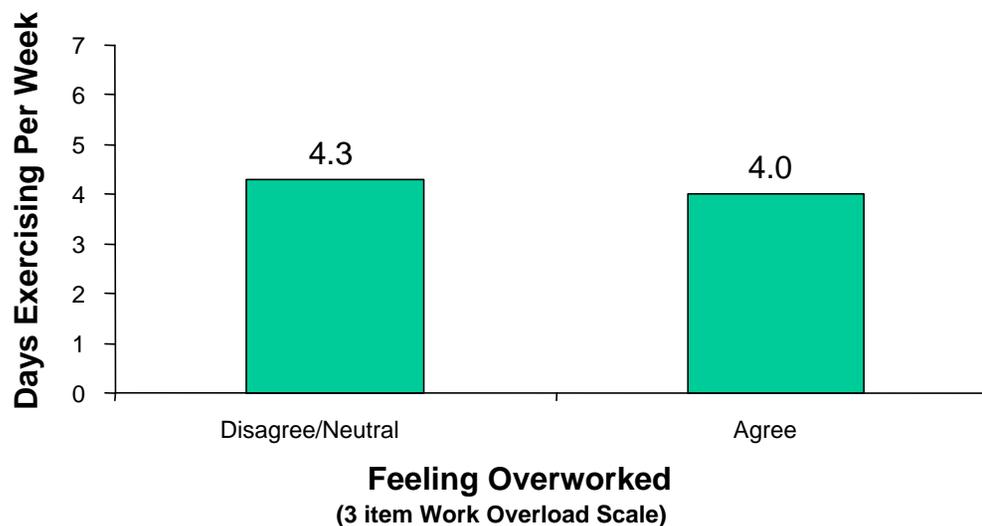
NCOs 44.3%

Officers 23.8%

\* $p < .05$

- For every 4 hours junior enlisted soldiers (E1-E4) report working on their days off, there is an associated increase of one alcoholic drink ( $R\text{ Square} = .01, p < .05$ ). There was no such relationship for NCOs and Officers.

- The more soldiers perceive work overload, the fewer days they exercise per week ( $r = -.16, p < .001$ ).





# Medical Readiness: Psychological Wellbeing

Average Number  
of Hours of Sleep in  
Past Week

5.6

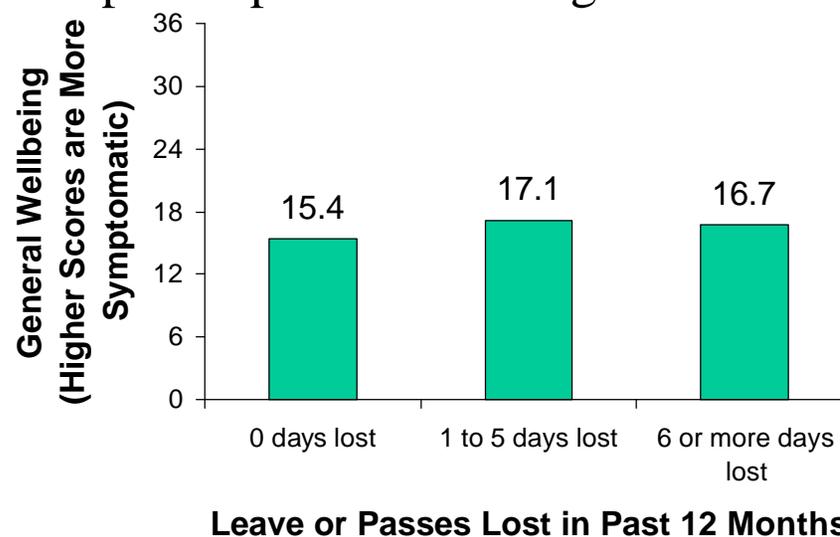
Rank Differences: None

Number of days  
of leave /passes lost  
in the past 12 months

1.4

A higher proportion of  
Officers reported losing  
leave/pass days than  
did NCOs and Junior  
Enlisted Soldiers.

- The fewer hours soldiers reported sleeping, the higher their depression scores ( $R\text{ Square} = .054, p < .001$ ).
- The more leave and pass days soldiers reported losing, the higher their depression scores.
- The number of leave and pass days taken did not relate to depression scores.
- Lost leave/passes predicts worse general wellbeing.\*



\* $F(2, 761) = 5.34, p < .01$ .



# OPTEMPO/PERSTEMPO and Soldier/Family Issues

HIGHER  
OPTEMPO/PERSTEMPO



SOLDIER & FAMILY ISSUES

## MEASURES

OPTEMPO/PERSTEMPO  
Deployment Experience



SOLDIER/FAMILY ISSUES  
Military Career Intentions

Hours of Work per Day



Work-Family Conflict



# The Family and Retention

- Marital status was not significant in scores of military readiness.

## Demographics:

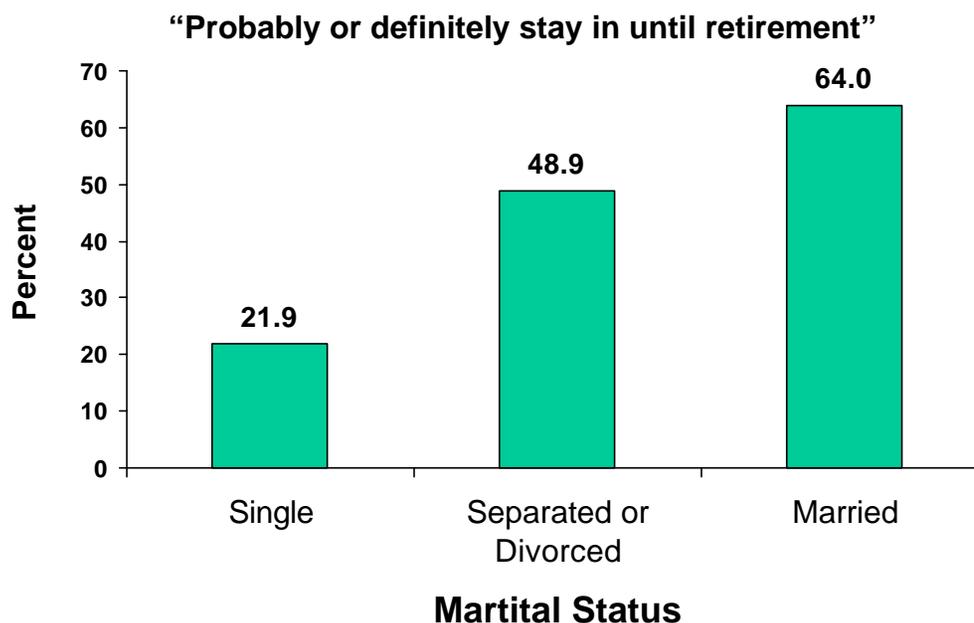
### Marital Status

Single	42.4%
Married	47.5%
Separated	3.3%
Divorced	6.7%

### Number of Children living at Home:

None	62.9%
1-2	29.6%
3+	7.5%

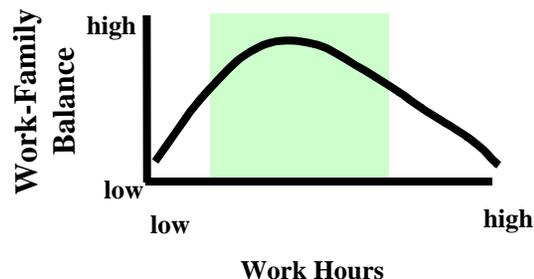
- Married military personnel were more likely to report that they will “probably” or “definitely stay in until retirement” ( $\chi^2(2, N=356) = 54.55, p < .001$ ).



<sup>1</sup>There were 445 soldiers with dependents



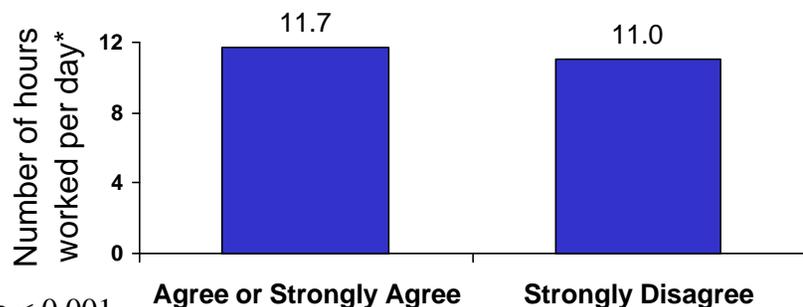
# Work-Family<sup>1</sup> Balance



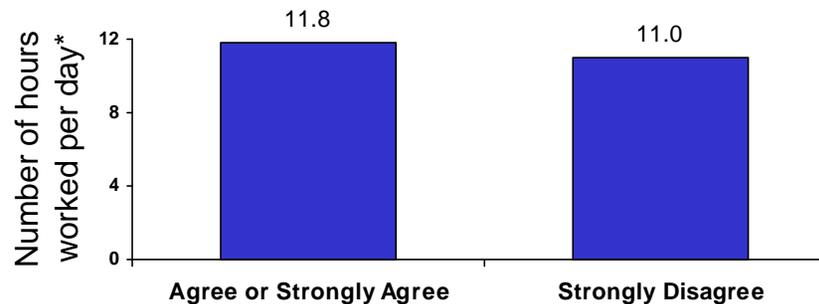
Average Hours of Work per Day	
Married:	11.4 hours
Single:	10.8 hours

- Soldiers who reported working more hours scored higher on the Work-Family Conflict Scale ( $p < 0.01$ ).
- Soldiers can work up to 11 hours a day but beyond that, soldiers report that family commitments are jeopardized.
- This “golden hour” will serve as a starting point for future analyses.

"The demands of my work interfere with my home and family life"\*



"My job produces strain that makes it difficult to fulfill family duties"\*



\*  $p < 0.001$

<sup>1</sup>Family includes soldiers who are married or have children (n=445)



## Career Intentions (1 of 2)

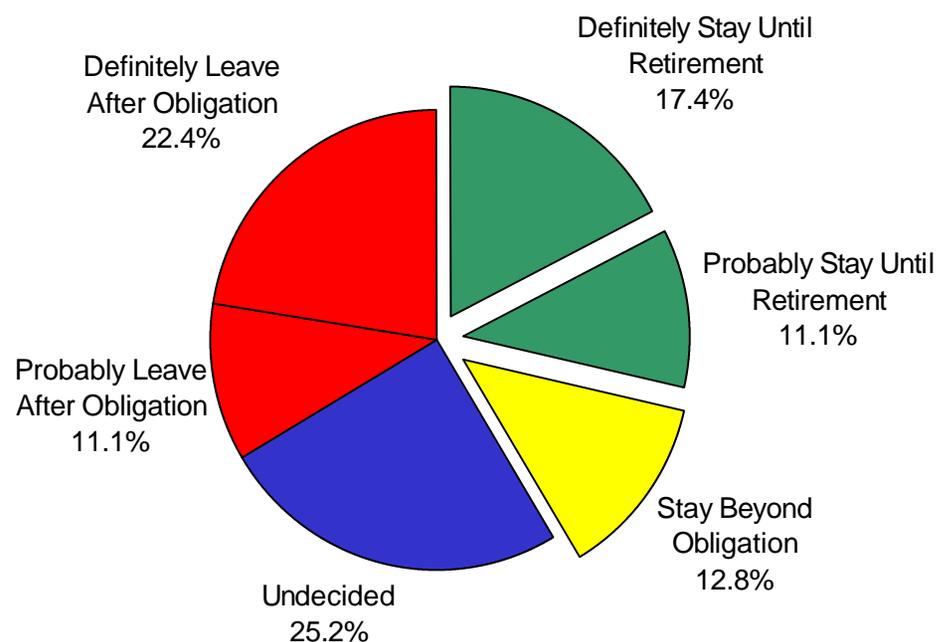
- Career Soldiers: 28.5% reported they would “definitely” or “probably stay in the military” until retirement
- Soldiers Leaving the Military: 33.5% reported they would “probably” or “definitely leave after their current obligation”.
- Undecided: 25.2%.

Career Soldiers	
Junior Enlisted	9.6%
NCOs	48.6%
Officers	49.0%

### DEMOGRAPHICS

Gender	
Male	83.4%
Female	16.6%

Education	
Some HS	3.1%
HS	37.7%
Some College	47.8%
College	11.4%





## Career Intentions (2 of 2)

- Retention survey results indicate that while work hours is a key reason why soldiers want to leave the military, military deployments are not.
- In fact, travel and adventure and helping others (all deployment-related factors) are top reasons why soldiers stay in the military.

### Plan on Serving in Reserves/National Guard:

Yes:	15.9%
Undecided:	34.5%
No:	42.5%

### Top Reasons to REMAIN in the Military<sup>1</sup>

- Travel/ adventure (64.7%)
- Helping others (54.2%)
- Likelihood of being promoted (42.4%)
- Health Care (40.5%)
- Stability gained from military lifestyle (35.3%)

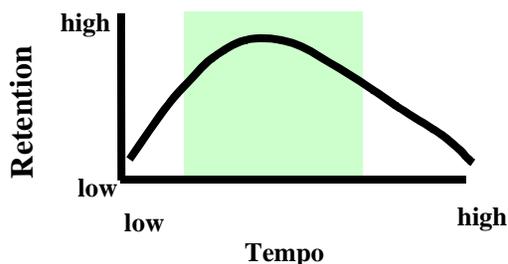
### Top Reasons to LEAVE the Military<sup>1</sup>

- Work Hours (65.8%)
- To pursue other interests (64.3%)
- Working Conditions (60.0%)
- Base pay (57.6%)
- Living Conditions (56.5%)

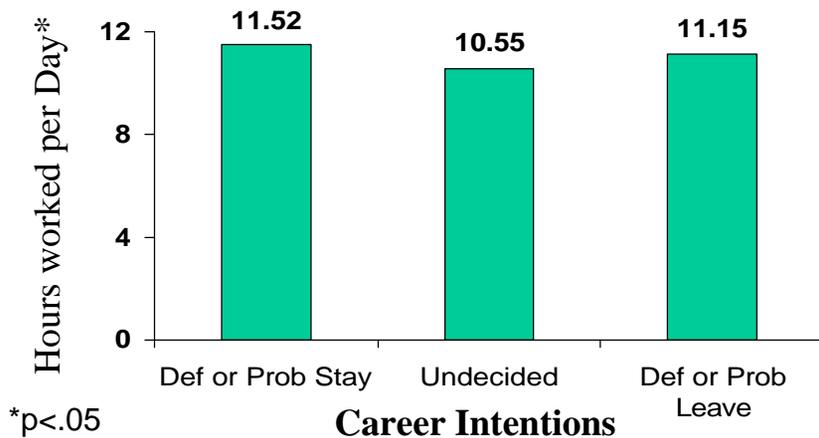
<sup>1</sup>Only soldiers who were making career decisions (N=85) completed the survey. The responses included, "Does not apply", "Big reason to remain", "Small Reason to remain", "No impact", "Small reason to leave", and "Big reason to leave".



# Career Intentions and TEMPO



- Soldiers who are planning on staying in the military worked longer hours compared to soldiers who are undecided or are planning on leaving the military.
- Soldiers who are planning on leaving the military reported more days spent on training exercises compared to soldiers who are undecided or are planning on staying in the military.
- Both rank and OPTEMPO variables predict career intentions.





# Career Intentions and Deployments

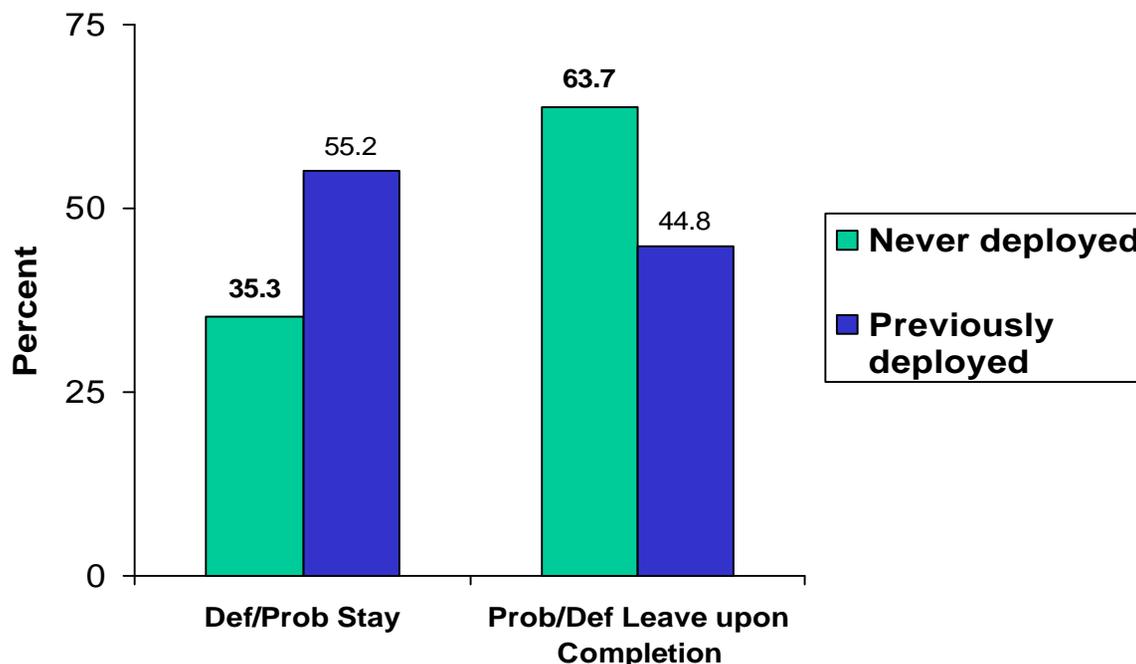
## Ideal Number of Deployments in 3 Years\*

Stay in Military	2.5
Undecided	2.4
Leave Military	2.2

## Ideal Length of Deployment in Months\*

Stay in Military	4.9
Undecided	5.1
Leave Military	4.9

- Soldiers with previous deployment experience were more likely to report that they intend to make the Army a career compared to those soldiers who had no previous deployment experience ( $p < 0.001$ ).



## Career Intentions

\*Not significant



## Conclusion

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- The first data collection effort was extremely successful.
- The initial findings provide empirical support for our research model that there are levels of OPTEMPO and PERSTEMPO that **both** enhance and decrease soldier readiness.
- Important relationships between the tempo measures and military outcomes are emerging, but the precise relationships require further analyses and model development.
- **Scheduled Data Collections**
  - The second data collection effort is scheduled to be executed from 1 OCT to 1 DEC 99.
  - Two deployments involving the study's units have been planned:
    - B Bty, 69th ADA (Jan 2000, Saudi Arabia)
    - C Co/201 FSB (Dec 1999, Kosovo)
  - The next IPR is planned for JAN 00.



## Point of Contact

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Major Carl A. Castro  
Commander  
ATTN: Medical Research Unit  
CMR 442  
APO AE 09042-1030

Phone: DSN 371-2626      FAX: DSN 371-3170  
Commercial: 06221 172007  
carl.castro@hbg.amedd.army.mil

Study Investigators: MAJ Castro, Ms. Huffman, CPT Bienvenu, Dr. Adler  
Technical Staff: Ms. Aaron, CPL Calhoun, Ms. Chandler, Ms. Robertson,  
Ms. West, Ms. Yep-Crawford



# Backup Slides



## Military Readiness: Scale Items

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**Military Identity** - adapted from the Military Self-Esteem Scale (Marlowe et al., 1985; Vaitkus, 1994).

I am proud to be in the U.S. Army.

I am an important part of my company.

What I do in the army is worthwhile.

**Combat Readiness** – Marlowe et al. (1985); Vaitkus (1994).

I think my unit would do a better job in combat than most U.S. Army units.

I think the level of training in this company is high.

I have real confidence in my unit's ability to perform its mission.

If we went to war tomorrow, I would feel good about going with my unit.

**Operational Readiness** - Marlowe et al. (1985); Vaitkus (1994). Item #2 is slightly modified (combat equipment was changed to “mission-essential equipment”).

My company is ready for combat.

I am confident in my unit's mission-essential equipment.

I think we are better trained than most other companies in the Army.



## Horizontal Cohesion and Leadership: Scale Items

**Horizontal cohesion** - adapted from Podsakoff and MacKenzie (1994). The wording was revised to match the military description of work group (i.e. unit).

The members of my unit are cooperative with each other.

The members of my unit know that they can depend on each other.

The members of my unit stand up for each other.

**General Leadership Quality** – Marlowe et al. (1985); Vaitkus (1994).

The first item is slightly altered from the original to refer to all leaders (NCOs and Officers).

The leaders in this company would lead well in combat.

I am impressed by the quality of leadership in this company.

My chain of command works well.



## Vertical Cohesion: Scale Items

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**Vertical Cohesion (Officers)** - Marlowe et al. (1985); Vaitkus (1994); see also Bliese and Halverson (1996).

The officers in my unit establish clear work objectives.

The officers in my unit avoid micromanaging soldiers' work.

The officers in my unit delegate work effectively.

The officers in my unit let soldiers know when they have done a good job.

The officers in my unit are interested in my personal welfare.

The officers in my unit are interested in what I think and how I feel about things.

**Vertical Cohesion (NCOs)** - Marlowe et al. (1985); Vaitkus (1994); see also Bliese and Halverson (1996).

The NCOs in my unit establish clear work objectives.

The NCOs in my unit avoid micromanaging soldiers' work.

The NCOs in my unit delegate work effectively.

The NCOs in my unit let soldiers know when they have done a good job.

The NCOs in my unit are interested in my personal welfare.

The NCOs in my unit are interested in what I think and how I feel about things.



## Job Attitudes: Scale Items (1 of 3)

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### **Recognition** – Brown and Leigh (1996)

I rarely feel my work is taken for granted.

My superiors generally appreciate the way I do my job.

The organization recognizes the significance of the contributions I make.

### **Challenge** – Brown and Leigh (1996)

My job is very challenging.

It takes all my resources to achieve my work objectives.

### **Effort** – Brown and Leigh (1996)

Other people know me by the long hours I keep.

I work at my full capacity in all of my job duties.

I strive as hard as I can to be successful in my work.

When I work, I really exert myself to the fullest.



## Job Attitudes: Scale Items (2 of 3)

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**Goal Acceptance** — Adapted from Goal Acceptance concepts (Podsakoff, Mackenzie, & Ahearne, 1997).

The soldiers in my unit think that what's expected of us is clear.

The soldiers in my unit think that what's expected of us is reasonable.

**Job Involvement/Engagement** — Britt (1998).

I feel responsible for my job performance.

I am committed to my job.

How well I do in my job matters a great deal to me.

How I do in my job influences how I feel.

**Job Control** — adapted from the Job Diagnostic Survey General Satisfaction Scale (Hackman & Oldham, 1975).

I have personal control over my job performance.

Once I am given instructions, I am pretty much left alone to do my job.

I am allowed to do my job without constant supervision from others.



## Job Attitudes: Scale Items (3 of 3)

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**Job Satisfaction** — adapted from the Job Diagnostic Survey General Satisfaction Scale (Hackman & Oldham, 1975).

I am very satisfied with my job in the Army.

I like my job in the Army.

I am satisfied with the kind of work I do on my job.

**Work Overload** - adapted from the MOAQ Role Overload Scale (Cammann, Fishman, Jenkins, & Klesh, 1983). See also Bliese and Castro (in press).

I have so much work to do that I cannot do everything well.

I never seem to have enough time to get everything done.

My job leaves me with little time to get things done.

**Task Significance** — Bliese, Escolas, Christ, and Castro (1999).

I feel that what I am doing is important for accomplishing my unit's mission.

I am making a real contribution to accomplishing my unit's mission.

What I do helps accomplish my unit's mission.



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Do you have a **family member** enrolled in the Exceptional Family Member Program (EFMP)?

Yes  No

Is your **spouse** in the military?

Yes  No

Not Married

How many **years** have you been **in the military**?

*Example: If you've been in 9 years, you should write in and bubble in "0" and then "9".*

<u>0</u>	<u>9</u>
<input type="text"/>	<input type="text"/>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>
4 <input type="radio"/>	4 <input type="radio"/>
5 <input type="radio"/>	5 <input type="radio"/>
6 <input type="radio"/>	6 <input type="radio"/>
7 <input type="radio"/>	7 <input type="radio"/>
8 <input type="radio"/>	8 <input type="radio"/>
9 <input type="radio"/>	9 <input type="radio"/>

How many **hours** of work have you averaged **per day** in the past week?

<input type="text"/>	<input type="text"/>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
	3 <input type="radio"/>
	4 <input type="radio"/>
	5 <input type="radio"/>
	6 <input type="radio"/>
	7 <input type="radio"/>
	8 <input type="radio"/>
	9 <input type="radio"/>

Think about your "days off" during the past week. On average, how many **hours** did you perform duty-related work during a "day off"?

<input type="text"/>	<input type="text"/>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
	3 <input type="radio"/>
	4 <input type="radio"/>
	5 <input type="radio"/>
	6 <input type="radio"/>
	7 <input type="radio"/>
	8 <input type="radio"/>
	9 <input type="radio"/>

How many **days** have you been on a **training exercise** in the past 6 months?

*Example: If it is 19, you should write and bubble in "0" and then "1," and "9".*

<u>0</u>	<u>1</u>	<u>9</u>
<input type="text"/>	<input type="text"/>	<input type="text"/>
0 <input type="radio"/>	0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>	3 <input type="radio"/>
4 <input type="radio"/>	4 <input type="radio"/>	4 <input type="radio"/>
5 <input type="radio"/>	5 <input type="radio"/>	5 <input type="radio"/>
6 <input type="radio"/>	6 <input type="radio"/>	6 <input type="radio"/>
7 <input type="radio"/>	7 <input type="radio"/>	7 <input type="radio"/>
8 <input type="radio"/>	8 <input type="radio"/>	8 <input type="radio"/>
9 <input type="radio"/>	9 <input type="radio"/>	9 <input type="radio"/>

In the past week, how many **days** have you performed military related work?

<input type="text"/>
0 <input type="radio"/>
1 <input type="radio"/>
2 <input type="radio"/>
3 <input type="radio"/>
4 <input type="radio"/>
5 <input type="radio"/>
6 <input type="radio"/>
7 <input type="radio"/>

How many days of leave and/or passes have you **taken** in the past 12 months?

<input type="text"/>	<input type="text"/>	<input type="text"/>
0 <input type="radio"/>	0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>	3 <input type="radio"/>
4 <input type="radio"/>	4 <input type="radio"/>	4 <input type="radio"/>
5 <input type="radio"/>	5 <input type="radio"/>	5 <input type="radio"/>
6 <input type="radio"/>	6 <input type="radio"/>	6 <input type="radio"/>
7 <input type="radio"/>	7 <input type="radio"/>	7 <input type="radio"/>

How many days of leave and/or passes have you **lost** in the past 12 months?

<input type="text"/>	<input type="text"/>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>
	4 <input type="radio"/>
	5 <input type="radio"/>
	6 <input type="radio"/>
	7 <input type="radio"/>
	8 <input type="radio"/>
	9 <input type="radio"/>

How many **days** have you been **TDY** in the past 6 months?

<input type="text"/>	<input type="text"/>	<input type="text"/>
0 <input type="radio"/>	0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>	3 <input type="radio"/>
4 <input type="radio"/>	4 <input type="radio"/>	4 <input type="radio"/>
5 <input type="radio"/>	5 <input type="radio"/>	5 <input type="radio"/>
6 <input type="radio"/>	6 <input type="radio"/>	6 <input type="radio"/>
7 <input type="radio"/>	7 <input type="radio"/>	7 <input type="radio"/>
8 <input type="radio"/>	8 <input type="radio"/>	8 <input type="radio"/>
9 <input type="radio"/>	9 <input type="radio"/>	9 <input type="radio"/>

How many **hours of sleep** have you averaged **per night** in the past week?

<input type="text"/>	<input type="text"/>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
	3 <input type="radio"/>
	4 <input type="radio"/>
	5 <input type="radio"/>
	6 <input type="radio"/>
	7 <input type="radio"/>
	8 <input type="radio"/>
	9 <input type="radio"/>

Have you ever served in **combat**? (e.g., Vietnam, Persian Gulf, Grenada, Panama, Somalia)

Yes  No

Have you ever served on a **peacekeeping or humanitarian mission**?

Yes  No

How many **months** in total, have you served in the **Balkan Region** (e.g. Kosovo, Albania, Bosnia, Croatia, Macedonia, Hungary)?

<input type="text"/>	<input type="text"/>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>
4 <input type="radio"/>	4 <input type="radio"/>
5 <input type="radio"/>	5 <input type="radio"/>
6 <input type="radio"/>	6 <input type="radio"/>
7 <input type="radio"/>	7 <input type="radio"/>
8 <input type="radio"/>	8 <input type="radio"/>
9 <input type="radio"/>	9 <input type="radio"/>

In total, how many **deployments** have you completed that lasted more than 30 days? (not including training exercises or unaccompanied tours)

<input type="text"/>	<input type="text"/>
0 <input type="radio"/>	0 <input type="radio"/>
1 <input type="radio"/>	1 <input type="radio"/>
2 <input type="radio"/>	2 <input type="radio"/>
3 <input type="radio"/>	3 <input type="radio"/>
	4 <input type="radio"/>
	5 <input type="radio"/>
	6 <input type="radio"/>
	7 <input type="radio"/>
	8 <input type="radio"/>
	9 <input type="radio"/>









